CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

CAUT/ACPU BULLETIN

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Mary Collins, Minister Responsible for the Status of Women/ la ministre responsable de la Condition féminine

# Anti-violence lobby gets results

By Gordon Piché
Associate Executive Director, CAUT

Health Minister Benoît Bouchard and the Minister Responsible for the Status of Women, Mary Collins, announced in November that the federal government will fund a $1.5 million program to establish a network of research eentres on family violence and violence against women at three Canadian universities.

This sueeessfully crowns a two-year lobby by CAUT to create a suitable memorial for the 14 women killed at the École Polytechnique in Montreal on Dec. 6, 1989.

The Social Sciences and Humanities Research Council of Canada and Health and Welfare Canada will jointly support up to three Family Violence and Violence Against Women Research Centres, with each centre receiving up to $500,000 over five years.

It is one of the many projects the federal government is co-sponsoring under the $136 million Family Violence Initiative announced last February to end family violence.

**CAUT role noted**

In its official announeement, the federal government stated that key objectives of the program would include "promoting sustained eollaboration between academics, community workers, policy makers, and other interested parties; encouraging the transfer of research skills; and developing action-oriented research on family violence and violence against women."

It further noted that "the general concept for this program was initially proposed by the Canadian Association of University Teachers."

CAUT proposed the concept immediately after the Montreal massacre. The then President, Pamela Smith of the University of Regina, and the CAUT Executive and Council lobbied the government to create a practical memorial to the women killed in Montreal. It involved two key ideas — the establishment of a scholarship program and centres of research on violence against women and on family violence.

The suggestions received immediate support in principle from Claude Lajeunesse, President of AUCC; William Winegard, the Minister for Science; Mary Collins, the Minister Responsible for the Status of Women; Jane Arnold, Chairperson of the Canadian Federation of Students; Dr. Arthur May, President of NSERC, and Dr. Paule Leduc, President of SSHRC. Several local and provincial faculty associations added letters of support.

Last spring Suzanne Duplessis, Conservative MP from Quebec City, noted in the House of Commons the role played by CAUT in suggesting the centres for the study of violence against women.

"Professional organizations such as the Canadian Association of University Teachers are among those who have been spearheading the action," she said. "Our government is presently working with CAUT to set up centres to promote research on the underlying causes of violence against women."

The eentres will be selected on a competitive basis following a call for proposals, as announced in Edmonton in November at the annual conference of the Canadian Research Institute for the Advancement of Women. The choice of the three universities is to be announced next June.

**Announcenient welcomed**

The announcement was welcomed by CAUT President Fred Wilson who said that he was very pleased to see that the federal government was assisting universities to undertake research about this most serious social problem. He paid tribute to the work of Pamela Smith in inaugurating the campaign for these research centres.

Marilyn Taylor, Chair of the CAUT Status of Women Committee, echoed the words of Dr. Wilson. She noted that the establishment of the centres is a vital addition to research initiatives in the campaign to eliminate the risk to the lives and well-being to women and children and to elevate the quality of life for all in this society.

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# Les pressions contre la violence faite aux femmes portent fruit

par Gordon Piché
Directeur général associé, ACPU

Le ministre de la Santé, Benoît Bouchard, et la ministre responsable de la Condition féminine, Mary Collins, ont annoncé en novembre que le gouvernement fédéral allait consacrer la somme de 1,5 million de dollars à l'établissement d'un réseau de centres de recherche sur la violence familiale et la violence faite aux femmes.

Cette annonce couronne deux ans d'efforts de l'ACPU pour que soit posé un geste concret à la mémoire des quatorze femmes tuées le 6 déeembre 1989 à l'École Polytechnique de Montréal.

Le Conseil de recherehes en sciences humaines du Canada et le ministère de la Santé et du Bien-être social contribueront au soutien au plus de trois centres de recherche sur la violence familiale et la violence faite aux femmes, chacun de ces centres recevant une subvention maximale de 500 000 $ au cours des cinq prochaines années.

Le programme figure au nomhre des projets que le gouvernement fédéral contribue à mettre de l'avant dans le cadre de l'Initiative sur la violenee familiale annoneé en février dernier, dont le budget est de 136 millions de dollars, dans le but d'endiguer la violence familiale.

**Le rôle de l'ACPU est remarqué**

Lors de l'annonee officielle du programme, le gouvernement fédéral a déclaré que les objectifs principaux incluaient «la promotion d'une collaboration suivie entre les universitaires, les travailleurs communautaires, les décideurs et les autres parties intéressées; l'encouragement de l'échange de compétences en recherche et l'élaboration de projets de recherche orientés vers l'action sur la violence familiale et la violence faite aux femmes».

Il a ensuite fait remarquer que «le concept général d'un tel programme a été d'abord proposé par l'Association canadienne des professeurs d'universités».

L'ACPU a proposé le concept immédiatement après le massacre survenu à Montréal. La présidente de l'époque, Pamela Smith de l'Université de Regina, ainsi que le Comité de direction et le Conseil de l'ACPU ont exercé des pressions auprès du gouvernement pour que soit posé un geste eoncret de commémoration des femmes tuées à l'École Polytechnique. Deux idées se dégageaient du concept, soit la création d'un programme de

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## Special Report: The Tory Record/Bilan du PC

**In this special report, CAUT Government Relations staff review the record of the Tory government over the past year in areas of vital importance to university faculty**

**Dans ce rapport spécial, le personnel de l'ACPU responsable des relations avec les gouvernements fait le bilan du gouvernement conservateur au cours de la dernière année dans les domaines prioritaires pour les professeurs d'université**

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## Point missed through publication delay

The point of my letter which appeared in the October issue of the *Bulletin* can only be properly appreciated by relating it to then President Kerr's message ("Warming the Chilly Climate") in the March issue, to which it was a response. Through heavy editing and a seven month delay in publication, the proper context — as well as much of the substance — was completely lost. This is not the way to promote the "more balanced views" I had called for in that letter.

**Grant A. Brown**
**Faculty of Management**
**The University of Lethbridge**

*Editor's note: The Bulletin printed no letters on any subject in May or June for budgetary reasons and does not print at all in July and August. It has been printing the backlog since then. It also clearly states that it may edit letters of more than 300 words.*

## GST claim clarified

In my previous communication regarding the ministerial response to the GST enquiry, I made an incorrect statement. Information obtained locally led me to believe that a small part of the GST is retained as a collection fee. My source had unfortunately confused the one time start up allowance with a continuing fee. I was alerted to this by a letter that I received from the chief accountant of the Royal Society of Chemistry (UK), which I believe should be of interest to members of offshore professional societies. The essence of the letter is directly quoted below.

"First and foremost, the Royal Society of Chemistry has only applied to Revenue Canada for GST registration because your government insists that we be registered if we wish to continue exporting journals and books into Canada. I can assure you this is the last thing the Society needs or wants to do. Indeed, there are very strong feelings in the UK about being obliged to collect tax on behalf of a foreign government at considerable, unrecoverable, cost to ourselves, In order to cope with this Canadian legislation, our distribution and accounting programmes have had to be revised and this alone, we calculate, will cost us approximately $54,000 bond this year.... in order to register we have to place a deposit or bond to the value of $11,000 with Revenue Canada. In addition, and this is something we regard to be the final straw, we have to pay the expenses of a Canadian government auditor to visit the UK and audit our GST records."

This appears to definitively refute the ministerial claim that it is to the benefit of the supplier to register for the GST. The GST documents for foreign suppliers also clearly refute the implication in the ministerial response of free choice. Any foreign company doing business worth $30,000 per year worldwide must register for the GST in order to sell $1 worth of goods or services in Canada. Foreign suppliers have no choice but to register, and ultimately pass along their extra expenses, on which of course extra GST will be paid.

Small wonder, therefore, that foreign professional societies are penalizing Canadian members, and that some specialist suppliers have totally refused to continue business with Canadian customers (see recent article about GST and Libraries in University Affairs by Elaine Boychuk).

I have also encountered a situation where a U.S. book seller insisted that I give my university GST number, while resisting to reveal their own. I was led to understand from a local GST office that this could result in what amounts to an underground market in GST numbers that could be used for fraudulent purposes. The fact that they would even contemplate such a possibility indicates the degree to which the implications of this tax were thought through before its implementation.

**Clive Holloway**
**York University**

## Maclean's poll challenged

A study of what purports to be university "excellence" has been published and reprinted recently by *Maclean's* magazine. I am writing, following my own investigations, to warn the university community across Canada that the study contains misleading representations.

The study states: "For advice on what criteria to apply, *Maclean's* consulted Stuart Smith, head of the Commission of Inquiry on University Edueation, and officials of the Association of Universities and Colleges of Canada, the Council of Ministers of Education, the Council of Ontario Universities, the Canadian Federation of Students and individual experts across the country." (October 21,p.15).

Apart from the unnamed "individual experts," I contacted each of the above-named parties in an attempt to discover what advice they gave *Maclean's*. In every case the answer was virtually the same: they advised *against* using the criteria which *Maclean's* chose, and the criteria they suggested were ignored.

How useful is it, for example, to know the relative proportion of beds on campus to determine university excellence? What validity can one ascribe to a yardstick that penalizes universities catering significantly to part-time and special students? How sound is a study that measures what comes into the university but not the quality of what goes out?

By claiming to have "consulted" the above mentioned knowledgeable bodies, *Maclean's* has given a spurious sense of authority and credibility to its study. It suppressed the truth that it went against their advice, giving the false impression that to a significant degree it had their backing.

In addition, *Maclean's* was warned, in a letter Aug. 21 by Council of Ontario Universities research director Edward DesRosiers, about ambiguities in the questionnaire that were likely to produce inconsistencies of interpretation and thus of data reported by responding universities. Unless specific action were taken to remove the ambiguities, he wrote, data would be submitted, "little of which will be comparable between institutions." *Maclean's* has not given evidence that it adequately overcame the methodological problems raised by DesRosiers.

Readers suspicious of remarks coming from an interested source should speak to those with no particular axe to grind: Dr. Stuart Smith, Pat Adams, director of communications for COU, Michelle Albagli of the AUCC, and Jocelyn Charron of the Canadian Federation of Students. Readers will hear comments such as Adams', that *Maclean's* has done a "great disservice" to the cause of informing people accurately about university excellence. She says: "Talk to the customer. Talk to the students and alumni. There is no more accurate source of quality measurement."

Students seeking advice on which universities to enter, graduate schools looking over prospective applicants, and employers deciding on which university graduates to employ, all owe it to themselves and the interests they serve to go beyond *Maclean's* flim-flam for more reliable measures of excellence. These include direct experience with products of the different universities, unblinkered by the prejudicial ratings of *Maclean's*.

**Randal Marlin**
**Department of Philosophy**
**Carleton University**

## Invitation for support

**To: Canada's Professoriate**
**From: Intervening Party in "John Robert Edmonds and University of Waterloo"**

Jack Edmonds, a tenured professor of mathematics at the University of Waterloo for 21 years, has been unemployed since Sep. 20. The University of Waterloo administration unilaterally insists that he voluntarily resigned his tenure, denying him access to adjudication-based appeal procedures of its tenure policy. Since his tenured employment was terminated without notice, he has sought injunctive relief in order to protect his career and source of livelihood until a suit defending his tenure can be reached for trial.

If you wish more information, you may be able to see relevant documentation from some representative of a canadian faculty association. Extensive documentation can be obtained from me at a cost of $20.

A group of professors is seeking independent intervention in this case to address a broader issue which cannot be addressed by Professor Edmonds. This issue is summarized as follows: The issue for Professor Edmonds is whether or not his tenure is to be reinstated until his suit comes to trial. The broader issue for myself, the professors for whom I speak and in fact for Canada's professorate is whether universities will be directed to exercise the due proeess procedures of their own academic freedom policies or whether they will be permitted to try out violation of such due process only to be tested years later by the courts.

Of special concern is that in the instanee of tenure protection policies, the victim of such violation would lose his or her career and the resulting financial ability even to pursue such testing.

The intervening group has had forwarded to it numerous messages from Canada's professors, faculty associations and other groups expressing their concern and pledge of support for this intervention effort. If you would like your concerns to be represented through the action of the intervening party, then we would happily represent them as part of our own. You will not be financially responsible in any way should you elect to do this.

Simply submit a communication in the form shown below and send by fax to: Professor Charles Haff, Faculty of Mathematics, University of Waterloo, Ontario, N2L 3G1. Fax: 519-746-6530

*We (identify yourself, institution and position or title) support the efforts being made by the intervening party, Dr. Charles E. Haff, and the party's current support group, on behalf of all tenured professors potentially affected by the actions of the University of Waterloo's Administration in the case of Professor Jack Edmonds.*

If you wish additionally or alternatively to direct personalized communications of your concerns elsewhere, then we would be happy to include copies of such communications should you wish us to do so. In this case, simply send such copies by fax to the same address.

**Charles E. Haff**
**Member, FAUW**
**Professor of Mathematics**

## Earlier woman dean...

Your article on Dr. Norma Mickelson in the October 1991 issue of tbe ***Bulletin*** states that Dr. Mickelson "was the first woman *in* Canada to become a dean when appointed Dean of Education at tbe University of Victoria in 1975."

Interesting, but not, I'm afraid, accurate. Three years before Dr. Mickelson's appointment, Francess Halpenny became dean of the Faculty of Library Science (now Faculty of Library and Information Science) at the University of Toronto. Dr. Halpenny is well known to the scholarly community for her work as general editor of the Dictionary of Canadian Biography.

As much as we would like to claim a "first," I expect your readers will be able to point out other pre-1975 women deans. In 1972, to mention one other instance I am familiar with, Professor M. Kathleen King became dean of the Faculty of Nursing at the University of Toronto.

**Karen Melville**
**Director of Placement and Public Relations**
**Faculty of Library and Information Science**
**University of Toronto**

## ... and more yet

With respect to the announcement in the October ***Bulletin*** about Dr. Norma Mickelson receiving the Sarah Shorten Award, I would like to extend my congratulations. But may I please make a correction. Dr. Mickelson may have been the first woman to become dean of a faculty of education but she was not the first woman dean in Canada. That honour belongs to a number of women whose history has been pushed underground.

Schools of home economics or household science were established within universities in Canada early in the twentieth century. The programs were basically female, headed by women who were designated "principals," at the beginning of their history. Miss Annie Laird was the first woman principal to head a baccalaureate degree program started in 1903, at Victoria College, University of Toronto. Helen A. Bainbridge was named Dean of the School of Household Science at Macdonald College, McGill University in 1907. Elizabeth MacMillan became Dean of the School of Household Science at Acadia University in 1943; Dr. Margaret McCready was re-designated as Dean at Macdonald Institute in 1964 when the University of Guelph was about to be formed. There were other female deans as well, across Canada. I trust some of your readers will someday document this history and the pioneer contribution to research and teaching pertaining to women's lives.

**Lila E. Engberg, Ph.D.**
**retired Associate Professor**
**Department of Family Studies**
**University of Guelph**

## Comments? Questions?

The editor invites letters, articles, and suggestions from readers. Letters of more than 300 words will be edited for reasons of space. Write, telephone or fax:

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# Change or be changed — a lesson in history

"There aren't enough in the candidate pool." "The candidate should fit in with the research interests of the department." "We're looking for someone who shares the methodological stance that characterizes our department." We've heard it before.

A decade ago there was considerable concern in Canada that we were not hiring enough Canadians in our universities, that the best jobs were going to persons from other countries, mainly the U.S., who had been recruited through the "old boy's" network. We had many excuses. But the basic point was clear: In many areas, universities were simply not being fair to Canadian candidates, nor to students of the PhD programs of our own universities.

CAUT expressed its concern. It recommended policies to administrations to put our own places in order. It argued that if we ourselves did not do the job, then someone else would do it for us.

Well, administrations did not listen. So Ottawa acted. The Department of Employment and Immigration brought in the rules we now have, requiring two-tier advertising with no international searches unless there are demonstrably no qualified Canadian candidates.

In spite of CAUT's urgings, administrations refused to act, and we have the result. It was change or be changed. We didn't change. We were changed. We now have the pattern repeating itself.

Women are more than 50 per cent of the population. In a majority of areas, they are now more than 50 per cent of the undergraduate population. But in the universities they are in most areas seriously under-represented among faculty, and even more seriously under-represented among senior administrators.

The reasons we are given are the ones we heard before. The real reasons are deeper. The Montreal massacre is only the visible expression of a complex hostility and systemic bias against women.

Competition for now scarce positions has raised fears among many male graduate students. The traditional lower salaries commanded by women raises fear that increasing numbers of women will further depress academic wages. Female dominated professions tend to be regarded as less important than the male dominated: Will this happen to us?

The way to counter these fears is not by resisting the inclusion of women in the academic staff and administration. It is rather by convincing the public and the politicians that we need adequate funding for additional academic positions. We must convince them that salaries must be increased across the board to levels appropriate to those who have been entrusted with the social tasks of research and training the next generation of teachers, scholars and researchers. We must above all seek to treat all branches of our profession, and all its members, with equal dignity.

Reducing these fears will go some way to making women feel more welcome in the profession. More than this is needed, however. We must make room for their research and curriculum interests which are naturally often enough different in content or emphasis from those already in universities.

We have done this sort of thing before. Against the resistance of classicists, English became a university discipline at the end of last century. Psychology became a discipline on its own, apart from philosophy, in the twenties and thirties. Women's studies can similarly be accommodated, and should similarly be welcomed.

But of course all this requires funding, and these new needs are competing with established programs of study and research. Because of this competition, legitimate concerns for inclusion of women's issues is often seen as threatening. We should all, faculty and administrators alike, join in the task of convincing government of the need for funding to adequately do the tasks in research and teaching, in the new area of women's studies in particular, that society is expecting us to undertake.

It goes without saying that we must also push for policies concerning the problems of sexual harassment and sexism that continue to make women feel less than comfortable within the university, less than colleagues.

Ottawa has established the Federal Contractors Program to which major contractors, including many universities, must subscribe. This requires universities to have in place employment equity programs designed to bring into staff positions greater numbers of women and the other target groups of the charter. There are, as yet, no legislated goals or timetables.

But administrations are again dragging their feet. Progress in employment equity that they proudly record when federal government inspectors arrive on campus has often been wrung from them only with very difficult bargaining.

It is incumbent upon faculty to convince their university administrators, working through their faculty associations at the bargaining table and through their senates and elected members of their boards of governors, that it is vital that effective programs are needed to achieve appointments and promotion policies that will ensure that women are fairly represented among university staff and administrators.

For, we can be assured that if we don't do it ourselves, others will do it for us and we will likely not be terribly happy with what the bureaucrats impose upon us. But if it does happen, we will get what we deserve.

By/par Fred Wilson
CAUT President/Président de l'ACPU

# Changer, de gré ou de force — les leçons du passé

«Il n'y a pas assez de candidates.» «La candidate devrait s'intéresser aux mêmes domaines de recherche que le département.» «Nous voulons que la candidate adopte la même méthode de travail que celle de notre département.» Une fois de plus, on nous ressasse les mêmes refrains.

Il y a dix ans, on s'inquiétait vivement du fait que les universités n'embauchaient pas assez de Canadiens, et que les meilleurs postes étaient attribués à des étrangers — surtout à des Américains — engagés grâce à des pistons. Toutes les excuses étaient bonnes. Mais il ne fallait pas se leurrer: dans de nombreux domaines, les universités n'accordaient pas un traitement équitable aux Canadiens ni aux étudiants au doctorat de nos propres universités.

À l'époque, l'ACPU avait fait part de ses inquiétudes. Elle avait recommandé aux administrations de remédier à la situation en adoptant des politiques. Elle avait avancé que si nous ne le faisions pas, quelqu'un d'autre s'en chargerait pour nous.

Et les administrations ont fait la sourde oreille. Ottawa a donc pris le taureau par les cornes. Le ministère de l'Emploi et de l'Immigration a adopté les règles encore en vigueur aujourd'hui, exigeant un recrutement à deux paliers, sans recherches internationales à moins de pouvoir démontrer de façon évidente l'absence de candidats compétents au Canada.

En dépit des demandes instantes de l'ACPU, les administrations ont refusé d'agir. Et nous assumons aujourd'hui les conséquences de cette inertie. Il fallait changer, ou on nous forcerait à le faire. Nous n'avons pas changé. Alors on nous a forcé la main. Et maintenant, l'histoire semble vouloir se répéter.

Les femmes représentent plus de la moitié de la population. Dans la plupart des domaines, les femmes constituent également maintenant plus de la moitié des effectifs du 1er cycle. Mais dans les universités, elles sont d'habitude fortement sous-représentées chez les professeurs, et plus encore au sein des administrateurs supérieurs.

Les raisons que l'on nous donne, nous les avons déjà entendues. Mais les véritables raisons sont plus profondes. Le massacre de l'École polytechnique de Montréal n'est que l'expression concrète d'une hostilité complexe et de préjugés systémiques à l'encontre des femmes.

Nombreux sont les diplômés masculins qui craignent la concurrence pour des postes qui se font rares. Étant donné les traitements moins élevés accordés depuis toujours aux femmes, ils redoutent que l'embauche d'un nombre croissant de femmes ne fasse diminuer davantage le traitement accordé aux universitaires. Les professions dominées par les femmes sont souvent considérées comme moins importantes que celles dominées par les hommes: Et si cela nous arrivait?

Ce n'est pas en s'opposant à l'embauche des femmes pour des postes de professeurs ou d'administrateurs que l'on vaincra ces peurs, mais plutôt en convainquant le public et les politiciens que nous avons besoin de fonds suffisants pour combler d'autres postes au sein des universités. Nous devons les convaincre que les salaires doivent être augmentés de façon générale et uniforme à des niveaux qui conviennent aux responsables de la recherche et de la formation de la prochaine génération de professeurs, de boursiers et de chercheurs. Par-dessus tout, nous devons chercher à traiter tous les secteurs de notre profession ainsi que tous leurs membres avec une dignité égale.

Pour atténuer ces peurs, nous devrons *accueillir les femmes plus chaleureusement* dans la profession. Mais il ne faut pas s'arrêter là: nous devons favoriser les domaines de recherche et les programmes qui les intéressent et dont le contenu ou la priorité diffèrent bien souvent de ceux déjà en place dans les universités.

Nous n'en serons pas à nos premières armes dans ce domaine. À la fin du siècle dernier, l'anglais est devenu une discipline universitaire, bien que les partisans du classicisme s'y soient opposés. Dans les années 1920 et 1930, la psychologie est devenue une discipline distincte de la philosophie. De même, nous pouvons faire place aux études sur les femmes et leur réserver un accueil similaire.

Mais évidemment, il nous faut des fonds pour y arriver, et ces nouveaux besoins entrent en compétition avec les programmes d'étude et de recherche en place. En raison de cette concurrence, d'aucuns voient souvent d'un mauvais oeil l'inclusion des études sur les femmes. Professeurs comme administrateurs devraient unir leurs efforts et tenter de convaincre le gouvernement du besoin urgent de fonds afin d'assurer, conformément aux attentes de la société à notre égard, une recherche et un enseignement adéquats, particulièrement dans le nouveau domaine des études sur les femmes.

Il va sans dire que nous devons exercer des pressions afin que soient adoptées des politiques sur le harcèlement sexuel et le sexisme, qui continuent d'incommoder les femmes au sein de l'université et qui les rabaissent.

Le gouvernement fédéral a mis sur pied le Programme de contrats fédéraux, auquel doivent adhérer les entrepreneurs importants, y compris les universités. Celles-ci devront à cette fin disposer de programmes d'équité en matière d'emploi destinés à attirer dans leurs rangs un nombre accru de femmes et de membres de minorités visibles visés par la *Charte canadienne des droits et libertés*. Mais il ne s'agit pas encore d'objectifs ni d'échéanciers établis en vertu de la loi.

Mais une fois de plus, les administrations traînent les pieds. Les progrès qu'ils sont si fiers d'annoncer aux inspecteurs fédéraux leur ont été arrachés à force de négociations très difficiles.

Il incombe aux professeurs de convaincre leurs administrateurs, par le biais de leurs associations à la table des négociations, de leurs sénats et des membres élus de leur conseil des gouverneurs. Il faut leur faire comprendre l'importance de mettre en place des programmes efficaces afin d'élaborer les politiques de nomination et de promotion qui assureront aux femmes une représentation équitable au sein du personnel et des administrateurs des universités.

Car nous pouvons être certains que si nous ne le faisons pas, d'autres se chargeront de le faire pour nous. Et nous ne serons probablement pas ravis de ce que les bureaucrates nous imposeront. Mais si cela devait arriver, nous ne ferions que récolter ce que nous avons semé.

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# Funding initiative, a ray of sunshine

**By Marilyn Taylor**
**Chair, Status of Women Committee**

Every once in a while there is an event that is really encouraging to those working towards equity for women. Such is the case with the designation of $136 million for initiatives against violence against women and the more recent announcement of three research centres on violence against women and family violence.

On these occasions, there is a real support for the hope that the future will be substantially better for our daughters and their daughters. Such programs give substance to the MP Mary Collins' assertion that this violence must stop.

The announcements are extremely significant and commendable because it is painful to acknowledge the reality that, in spite of our rightful expectations to the contrary, in 1991 both our communities and our campuses are sites for increasing violence against women.

We have been forced to this acknowledgement. We had the horrendous massacre of 14 women at École Polytechnique two years ago for which we now have a national day of commemoration and action, thanks to MP Dawn Black's private member's bill.

A recent *Maclean's* (Nov. 11\1991) reported the slayings of eight Canadian women in domestic violence in the previous two and one-half months and 234 women murdered in 1990. The same issue also reported charges of gang rape on the University College of Cape Breton campus, allegations of inaction by the school and an investigation of charges of harassment of the victim by police.

More than 25,000 sexual assaults of women were reported in Canada in 1990, up from about 17,000 five years previously, with an estimated less than half of sexual assaults being reported.

Canadian university campuses are now widely regarded as frequently unsafe for women. Women working to improve conditions for women — feminists — are singled out as exemplified in a recent *Canadian Press* report of death and rape threats to women on the editorial board of Queen's University newspaper.

This kind of violence is perpetrated on those who are socially and politically vulnerable. While efforts directed at violent individuals and specific constraints against violent behaviour, such as Kim Campbell's gun control legislation, are essential, systemic changes have not been forthcoming from the Tories.

Such changes are more disruptive of current priorities and, therefore, politically more daring. Three policy areas are vital to women.

The first is employment equity policy. Economic independence which is essential to reducing the social and political vulnerability of women is achieved through adequately paid work and access to positions of influence in the work force.

Systemic discrimination reducing access to leadership and professional positions for women is widely in evidence.

The Federal Contractors Program (FCP) for universities is still in its first phase, in which the first compliance review is passed with a data-based action plan, not actual changes in the proportion of women employees. Certificates of merit are awarded on the basis of qualities of review process, itself, not concrete results.

The only university to win an equity award this year, the University of Calgary, has declining proportions of women in professional and academic positions (Calgary Herald, Nov. 7, 1991)! The pace of FCP implementation is drastically reduced by inadequate funding for staff to do compliance reviews.

The second Tory initiative affecting educational and, ultimately, employment opportunities for women and minorities is the withdrawal of Established Programs Financing (EPF) for post-secondary institutions in this country.

Although cutbacks affect everyone, they come at a time when there is some momentum of inclusiveness in higher education for women and other under-represented groups.

Money is required for changes in institutional practices, such as faculty development for gender equity in teaching practices, revisions to gender balance in curricula, women's and native studies program development, which are required to level the playing field for women and especially women of visible minorities.

Cuts to post-secondary funding will enormously impede those who are struggling to transform their legacy for the better. The privileged will retain their privilege.

The third area is the woefully inadequate Tory daycare policy for assisting mothers to access either employment or higher education. Virtually no new funding has come from the Tories for either increasing the number of licensed child care spaces from the current level for one child in 12 under age 10, or subsidies to mothers for whom tax credits require an unattainable income level.

Without the recognition that the domestic responsibilities in this society are not equitably shared by men and women the constraints on women in the workplace are formidable.

Violence has a context. Without detracting from rightfully deserved commendations for the resources allocated to directly address prevalent violence against women, it must be observed that the Tories have not supported the advancement of women in ways that would substantially change their context of vulnerability.

Marilyn Taylor

# Des octrois qui sont comme des rayons de soleil

**par Marilyn Taylor**
**Présidente du Comité**
**du statut de la femme**

De temps à autre, il se produit un événement qui redonne de l'espoir à celles et ceux militant en faveur de l'égalité des femmes. L'octroi de 136 millions de dollars pour financer les projets d'élimination de la violence à l'endroit des femmes en est un exemple de même que l'annonce récente de la création de trois centres de recherche sur la violence familiale et sur la violence faite aux femmes.

Ces deux initiatives nous permettent d'espérer réellement un avenir sensiblement meilleur pour nos filles et les filles de celles-ci. Des programmes de ce genre viennent étayer la déclaration de l'honorable Mary Collins sur l'urgence d'éliminer la violence.

Ces projets sont très importants et louables parce qu'il est pénible de constater que nos collectivités et nos campus sont, en 1991, le site d'une violence accrue à l'endroit des femmes et ce, malgré que nous soyons en droit d'espérer le contraire.

Force nous est de reconnaître cette évidence. Nous avons été horrifiés du massacre survenu à l'École Polytechnique de Montréal il y a deux ans et où 14 jeunes femmes sont décédées. Grâce à un projet de loi émanant de la députée Dawn Black, la journée du 6 décembre sera désormais commémorée à l'échelle nationale.

Un article paru dans le *Maclean's* du 11 novembre 1991 signale que, au cours des deux mois et demi précédents, huit femmes canadiennes ont été tuées à la suite de violence familiale et que 234 femmes ont été assassinées en 1990. Dans le même numéro, on fait état d'accusations de viol collectif au collège universitaire du Cap Breton, d'allégations d'inaction de la part de l'administration de l'école et d'enquêtes de la police au sujet d'accusation de harcèlement de la victime.

En 1990, on a rapporté au Canada plus de 25 000 cas d'agression sexuelle à l'endroit de femmes, une hausse par rapport à 17 000 il y a cinq ans. On estime que moins de la moitié des cas d'agression sexuelle sont rapportés.

Il est maintenant répandu que les universités canadiennes ne sont pas souvent considérées comme des lieux sûrs pour les femmes. Les femmes qui oeuvrent à l'amélioration des conditions des femmes, c'est-à-dire les féministes, sont pointées du doigt. Pour illustrer cette situation, nous nous permettons de signaler un récent rapport de la Presse canadienne dans lequel il est question de menaces de mort et de viol adressées à des femmes du comité de rédaction du journal de l'université Queen's.

Ce genre de violence est commis sur des personnes socialement et politiquement vulnérables. Bien qu'il soit essentiel de réprimer le comportement des personnes violentes et de réglementer le comportement violent par des mesures précises, notamment la loi sur le contrôle des armes à feu de l'honorable Kim Campbell, des changements systémiques sont nécessaires que les Conservateurs ne sont pas disposés à apporter.

Les changements de cette sorte perturbent davantage les priorités actuelles et sont donc plus audacieux au point de vue politique. Trois domaines d'intervention revêtent un caractère primordial pour les femmes.

Le premier consiste en la politique d'égalité en matière d'emploi. Grâce à cette politique, les femmes obtiennent l'indépendance financière, qui leur est essentielle pour réduire leur vulnérabilité sociale et politique, en ayant accès à des postes d'influence rémunérés adéquatement.

Actuellement, il existe une discrimination systémique flagrante qui réduit l'accès des femmes aux postes professionnels et de direction.

Le Programme de contrats fédéraux réservés aux universités n'en est encore qu'à ses premiers balbutiements. Le premier examen de conformité s'effectue en fonction d'un plan d'action basé sur des données mais la proportion d'employées n'est pas réellement modifiée. Des certificats de mérite sont décernés pour la qualité du processus d'examen mais non pour des résultats concrets.

L'édition du *Calgary Herald* du 7 novembre 1991 rapporte que l'Université de Calgary, la seule université à s'être méritée cette année un prix d'équité, compte de moins en moins de femmes occupant des postes professionnels ou universitaires. La mise en oeuvre du Programme de contrats fédéraux est considérablement ralentie à cause d'un financement insuffisant du personnel affecté aux examens de conformité.

La deuxième initiative des Conservateurs qui touchent l'éducation et, au bout du compte, les chances d'emploi des femmes et des minorités est la décision du fédéral de réduire le Financement des programmes établis au titre de l'enseignement postsecondaire.

Bien que les compressions budgétaires touchent tout le monde, elles surviennent à un moment où le milieu de l'enseignement supérieur fait une plus grande place aux femmes et aux groupes sous-représentés.

Il faut de l'argent pour modifier les pratiques des universités, notamment la formation des professeurs pour qu'ils incluent la notion d'égalité entre les sexes dans leurs méthodes pédagogiques, la révision des programmes d'études pour assurer un équilibre des sexes, l'élaboration de programmes d'études autochtones et sur les femmes. Ces mesures sont nécessaires pour accueillir sans discrimination les femmes et, en particulier, les femmes des minorités visibles.

La réduction des crédits destinés à l'enseignement postsecondaire nuira énormément aux personnes qui se battent pour améliorer leur héritage. Les privilégiés demeureront privilégiés.

La troisième initiative est la politique tristement inadéquate des Conservateurs sur les services de garde à l'enfance. Cette politique vise à aider les mères à entrer sur le marché du travail ou à accéder aux études supérieures. Les Conservateurs n'ont pratiquement pas augmenté le budget réservé à ce programme, soit pour accroître le nombre de places pour un enfant sur 12 de moins de 10 ans, soit pour subventionner les mères qui ne peuvent avoir droit aux crédits d'impôt faute de ne pouvoir gagner un salaire plus élevé.

Si l'on ne reconnaît pas que les responsabilités familiales, dans notre société, ne sont pas équitablement réparties entre les femmes et les hommes, les contraintes que les femmes affrontent sur le marché du travail demeureront des défis formidables.

La violence a un contexte. Sans vouloir dénigrer les efforts louables des Conservateurs pour allouer des ressources visant à contrer la violence flagrante faite aux femmes, il faut admettre, toutefois, qu'ils n'ont pas soutenu l'avancement des femmes de manière à modifier sensiblement le contexte de vulnérabilité dans lequel elles sont confinées.

## After December 6, 1989.....

- petition for gun control initiated by students and faculty at École Polytechnique
- the École Polytechnique "Fond" contributed to by many concerned individuals, local and provincial associations and CAUT
- the establishment of the Canadian Committee on Women in Engineering
- creation of a national panel on family violence
- the national scholarship fund created by engineering associations and professions
- founding of the NRC summer fellowships program
- declaration by parliament for a national day of remembrance on December 6
- announcement of the SSHRCC/CHW networks of centres of research on violence

## Le 6 décembre 1989, après...

- des étudiants et des professeurs de l'École Polytechnique ont lancé une pétition en faveur du contrôle des armes à feu
- de nombreuses personnes touchées, des associations locales et provinciales et l'ACPU ont contribué au Fonds de l'École Polytechnique
- la création d'une tribune nationale sur la violence familiale
- des associations et des corporations d'ingénieurs ont créé un fonds national de bourses d'études
- la mise sur pied d'un programme de bourses d'été du CNR
- le Parlement déclare le 6 décembre une journée nationale de commémoration
- le CRSH et Santé et Bien-être social Canada annoncent la création de réseaux de centres de recherche sur la violence

# The Tory Record / Le bilan du PC

**In this special report, CAUT Government Relations staff review the record of the Tory government over the past year in areas of vital importance to university faculty**

**Dans ce rapport spécial, le personnel de l'ACPU responsable des relations avec les gouvernements fait le bilan du gouvernement conservateur au cours de la dernière année dans les domaines prioritaires pour les professeurs d'université**

## University Financing

# Policies consistently cut into PSE core funding

**By Robert Léger**
**Government Relations Officer, CAUT**

Last year's Tory Record (CAUT *Bulletin*, November 1990), asked the following question: Is the present Tory federal government slowly getting out of the core (i.e. operating expenditures) funding of universities?

We were unable to provide a definite yes or no answer at that time. Since then, however, the government's intentions with respect to the Established Programs Financing (EPF) program have become somewhat clearer.

**What is EPF?**

Under the Established Programs Financing Act, Ottawa transfers funds to the provinces for health and post-secondary education (PSE). The act, which was approved in 1977, and amended subsequently, provides for the unconditional transfer of funds to the provinces. In 1990-91, the federal contribution toward PSE under this program was $2.02 billion in cash and $3.77 billion in tax points. In 1991-92, contributions will be $1.87 billion in cash and $3.98 billion in tax points.

**The Government's Policies: Commitment to excellence**

Following his re-election as prime minister in 1988, Brian Mulroney declared: "In our second mandate we will concentrate on long-term investment in people, skills, skills training, education, strategic technologies..."

The latest report to Parliament of the Secretary of State on Post-secondary Education in Canada (1989-90) begins by saying: "This year's report comes at a time when it is increasingly recognized that our nation faces a major challenge from international competitors and that post-secondary education will play a critical role in our response. The quality of Canada's human resources - our knowledge, skills and imagination — will largely determine our success in the international marketplace.

Vital as it is in purely economic terms, however, post-secondary education also plays a key role in shaping our society, maintaining the institutions of democracy, providing services to Canadians, and enriching our culture.

Moreover, at this point in our history, when understanding ourselves and each other in an evolving Canadian context is both more difficult and more important than at any time since Confederation, we look to higher education for insights that will help us create a future worthy of our heritage."

Although these statements appear to reflect the policies of the Tory government toward post-secondary education, its actions have been contradictory to the claim.

**Continuation of freeze (to 1995) and one per cent reduction**

In June 1986, then Finance Minister Michael Wilson introduced the first Tory cut to the EPF transfers with its effect being felt in 1986-87. There was a two per cent cut to the "escalator" used to compute the EPF payment per capita. The escalator, which is based on the increase in Canada's Gross National Product, was reduced from 7.78 per cent to 5.78 per cent.

In June 1990, the Tory government froze the escalator for two years. In 1990-91 the escalator was to have been increased to 7.55 per cent. Even with the 2 per cent reduction, this would have represented a 5.55 per cent increase to the EPF payment per capita, enough to cover the rise in inflation. This did not happen, however, as the escalator was fixed at zero.

In the federal budget of February 1991, the government announced its intention to continue the freeze for three more years. Furthermore, after that period, the government intends to reduce the escalator by 3 per cent. The (Bill C-20) is now before Parliament.

Figure 1 shows the effects of the five-year freeze on per capita transfer payments for post-secondary education. The rising curve shows tax transfers and the two declining curves show cash transfers.

The freeze on per capita transfer payments which began in 1990-91, and which Bill C-20 is designed to continue, has led to a major drop in cash transfers, amounting to 7.7 per cent in 1990-91 and approximately 21 per cent in 1994-95. The amounts lost to post-secondary education (or "savings," to use the language of the budget) were $321 million in 1990-91 and will be $971 million in 1994.

In 1995-96, after the freeze has ended and taking into account a further one per cent reduction in the escalator, the drop in cash transfer payments for post-secondary education will be about 13 per cent. The amount lost (or saved, depending on one's point of view) will be about $1 billion this year alone. Between 1990-91 and 1995-96 the provinces will have lost and the federal government will have saved some $4.4 billion in transfer payments in respect of post-secondary education.

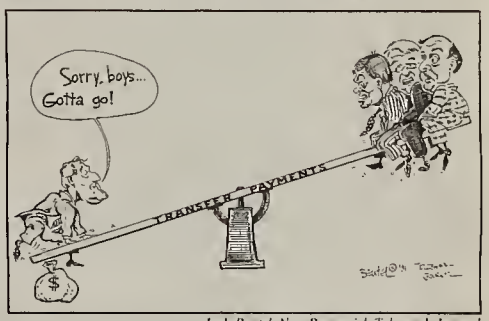
The projections of the Department of Finance show that the cash transfers for post-secondary education will be nil for the province of Quebec by the year 1994-95. CAUT is projecting that the same thing will happen to Ontario by the year 1999-2000 and to the other provinces by the years 2003-04 to 2005-06. Since cash transfers are in the midst of a free fall, it can be concluded that the spirit of EPF has been distorted.

**Increase in student numbers**

Figure 2 shows the increase in the number of full-time equivalent students between 1970-71 and 1990-91. (A full-time student is equivalent to 3.5 part-time students.) The figure increased from 354,205 in 1970-71 to 620,474 in 1990-91, a jump of 75 per cent.

A comparison by sex reveals a much larger increase in the participation rate of women than for men.

continued on page 6




*Josh Beutel, New Brunswick Telegraph-Journal*

Figure 1: Transfers for post-secondary education
Graphique 1: Transferts pour l'enseignement postsecondaire

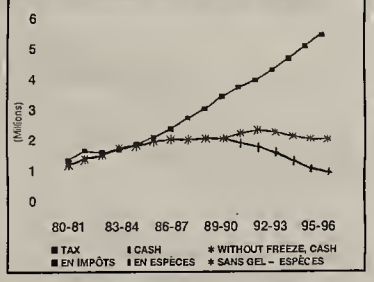
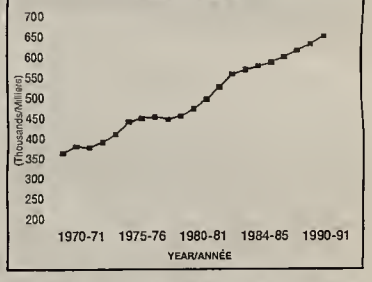



Figure 2: No. of Full-time equivalent students in Canadian universities
Graphique 2: Nbre. d'étudiants équivalent à plein temps – universités canadiennes




## Le financement des universités

# Le financement de l'enseignement postsecondaire victime du couperet conservateur

**par Robert Léger**
**agent des relations avec les gouvernements, ACPU**

Dans le Bilan du PC de l'an dernier (*Bulletin* de l'ACPU, novembre 1990), nous posions la question suivante: Est-ce que le présent gouvernement conservateur est lentement en train de sortir du financement de base (dépenses de fonctionnement) des universités?

A ce moment-là, nous suspendions notre jugement sur la réponse à donner à la question. Depuis ce moment, le dossier du PC sur le Financement des programmes établis (FPE) s'est alourdi.

**Qu'est-ce que le FPE?**

En vertu de la *Loi sur le financement des programmes établis* le gouvernement fédéral transfère des fonds aux provinces pour la santé et l'enseignement postsecondaire (EPS). La loi votée en 1977 et modifiée par la suite, permet le transfert inconditionnel de fonds aux provinces. En 1990-91, les transferts fédéraux pour l'EPS selon ce programme étaient de 3,77 milliards de dollars en points d'impôts et de 2,02 milliards de dollars en espèces. En 1991-92, les transferts seront de 3,98 milliards de dollars en points d'impôts et de 1,87 milliards en espèces.

**La politique du gouvernement: l'excellence**

Après sa réélection en 1988, le premier ministre Brian Mulroney a déclaré que, pendant son deuxième mandat, le gouvernement conservateur accorderait la priorité à l'investissement à long terme dans les ressources humaines, les compétences techniques, la formation de la main-d'oeuvre et les technologies stratégiques.

Le dernier rapport au Parlement du Secrétaire d'État sur l'enseignement postsecondaire au Canada (1989-90) commence en disant: «La publication du présent rapport coïncide avec une période où il est de plus en plus évident que la nation doit faire face à une forte compétition à l'échelle internationale et que l'enseignement postsecondaire jouera, à cet égard, un rôle crucial. La qualité des ressources humaines dont nous disposons, c'est-à-dire nos connaissances, notre compétence et notre esprit créateur, déterminera dans une large mesure la place qu'occupera le Canada dans le marché international.»

«Bien qu'essentiel à notre bien-être en termes purement économiques, l'enseignement postsecondaire revêt aussi une importance primordiale lorsqu'il s'agit de façonner la société, de préserver les institutions démocratiques, de dispenser des services à la population et d'enrichir notre culture. Enfin, à ce stade de notre histoire où l'évolution du contexte national fait qu'il est à la fois ardu et plus important que jamais depuis la Confédération de bien comprendre ce que nous sommes, nous nous tournons vers l'enseignement supérieur pour y puiser les éléments qui nous permettront, croyons-nous, de forger pour notre pays un avenir digne de son passé.»

Bien que ces déclarations semblent refléter les politiques du gouvernement conservateur en matière d'enseignement postsecondaire, les gestes posés révèlent le contraire.

**Poursuite du gel (jusqu'en 1995) et une autre réduction d'un pour cent par la suite**

En juin 1986, le ministre des Finances d'alors, M. Michael Wilson, a effectué les premières compressions des Conservateurs aux paiements de transfert dont les contrecoups se sont fait sentir en 1986-1987. Le «facteur de progression», utilisé pour calculer les paiements par habitant, a été réduit de 2 p. 100, passant de 7,78 p. 100 à 5,78 p. 100. Le facteur de progression se fonde sur le taux de croissance du Produit national brut.

En juin 1990, le gouvernement conservateur a gelé le facteur de progression pendant deux ans. Le facteur devait être porté à 7,55 p. 100 en 1990-1991. Le FPE par habitant aurait affiché une hausse de 5,55 p. 100 malgré la réduction de 2 p. 100, ce qui aurait été suffisant pour couvrir la hausse de l'inflation. Malheureusement, cela ne s'est pas produit car le facteur de progression a été fixé à zéro.

Le gouvernement fédéral, dans son budget de 1991, a fait part de son intention de maintenir le gel pendant trois autres années. De plus, après ce délai, le

suite à la page 6

## Copyright

# Is there light at the end of the tunnel?

By Donald C. Savage
Executive Director, CAUT

The saga continues. When the Conservatives came to power, they announced that they wished to revise the copyright law because it was substantially unchanged since the 1920s. These revisions were long overdue.

The government decided that the revisions were so complex that the legislation had to be introduced in two parts. Phase I which dealt mainly with the rights of creators passed Parliament in 1988.

The government promised that phase II of the legislation would occur immediately thereafter. This was to deal with the rights of teachers, researchers and libraries. There was a useful and innovative consultation process created by the government which led to a compromise between the various parties on the exemptions that might be reasonable.

CAUT supported the compromise which included provisions for the copying of single articles and the functioning of inter-library loans, permission for libraries to copy in order to repair books, secure out of print material, and circulate copies of rare and fragile materials.

It allowed manual copying in the classroom, provided exemptions for examinations, permitted copying machines in libraries provided the legal requirements were prominently posted, and dealt with some questions of liability.

In a separate process CAUT urged the government to include provisions for the use of copyright material by the disabled and encouraged organizations representing the disabled to lobby for this.

Regrettably nothing happened. A new minister arrived on the scene who seemed determined to torpedo the previous process. More recently the Prime Minister has appointed Perrin Beatty as Minister of Communications who shares responsibility with Pierre Blais, the Minister of Consumer and Corporate Affairs for this portfolio.

In August, CAUT met with Mr. Beatty who said that he was committed to the original compromise and would do everything in his power to try to get it before cabinet. He also indicated that there would also be provisions for limited copying of news and public affairs television broadcasts and a section to ensure the rights of the disabled.

CAUT understands that the two ministers have requested the cabinet to deal with the matter before Christmas. Cabinet is being asked to authorize the main lines of the legislation and permit the final drafting of the bill.

If this does happen, it would be reasonable to assume that the bill would emerge in the spring. There will apparently be some consultation on the legal wording of the legislation. Let us hope that Mr. Beatty and Mr. Blais will be able to bring this tangled story to a conclusion.

Perrin Beatty
Minister of Communications

## University financing

# Policies consistently cut into PSE funding

continued from page 5

In the meantime, however, a number of financial indicators relating to universities have been declining. For example, a document of the Tripartite Committee on Interprovincial Comparisons shows that total operating income in constant 1986 dollars for Canadian universities was $9,497 per student in 1977-78. Ten years later the figure was $7,806 per student.

In 1977-78, for every $1,000 in personal income the provinces spent $11.70 in operating grants to universities. Ten years later, in 1987-88, they spent $9.05. If we consider provincial gross domestic product, the universities' operating expenditures in 1977-78 accounted for 1.12 per cent of this figure. By 1987-88 this had declined to 0.96 per cent.

**University funding and EPF: Is there a link?**

Some may argue that there is no direct link between the financial situation in the universities and cuts in transfer payments for higher education. To support their argument they would say that the EPF payments are unconditional and therefore cannot be translated into dollar for dollar cuts.

While this may be true, it is also true that the reductions in transfer payments force the provincial governments to make cuts somewhere. There is accordingly a fiscal incentive to reduce the budgets of universities and those in other areas.

Furthermore, if some provinces are ready to reduce university grants (and it may not even be a priority for them), they have an excuse — the federal government is cutting transfer payments that it says are in respect of higher education.

This is particularly true of the report to Parliament *Provincial and Federal Assistance for Post-Secondary Education in Canada*, from the department of the Secretary of State. It is also true of *Learning for Life*, in which the government includes these EPF transfer payments in the $11 billion it "invested in the Canadian education and training system."

**Higher education and research: the indirect research costs**

The funds from EPF are intended to provide much of the infrastructure needed to enable research to continue. This ranges from the salaries for academic researchers to the buildings which house them and their research activities. Federal research funding rarely covers these indirect costs.

The funding of the recent program establishing Centres of Excellence demonstrates the problem. While this program has been promoted by the government as evidence of its commitment to research and excellence, the new funding provided will not sustain the program without the input of resources by the participating institutions and the provinces.

Thus, the program will increase the demands on the very core funding which Bill C-69 proposes to freeze, and indeed to cut in real terms because of the impact of inflation.

As Claude Ryan, the former minister of higher education for Quebec stated in comments appearing in *Le Devoir* on Feb. 22, 1990, the policy of the federal government is incoherent. At the same time as the government is announcing its support for new endeavours in higher education without consultation with the provinces, it is cutting back on the basic funding for post-secondary education.

**Learning Well...Living Well?**

The federal government is correct in thinking that education is a key to prosperity and competitiveness as suggested by its recently released document *Learning well... Living well*. It is also essential for the maintenance of the quality of life of all Canadians, the ongoing protection of the environment, the health of our citizens and their ability to effectively participate in our democratic society. Education is an investment and should be one of the key priorities of any government.

The provisions of Bill C-20 which mandate dramatic cuts in the funds provided by the federal government in respect of post-secondary education would appear to ensure that the universities will not "Live well" in the future. As for students, the federal government is certainly not helping them to "Learn well."

## Le financement des universités

# Le financement de l'enseignement postsecondaire

suite de la page 5

gouvernement a l'intention de réduire de 3 p. 100 le facteur de progression. Le Parlement étudie présentement le projet de loi C-20.

Le Graphique 1 illustre les effets du gel pendant cinq ans des transferts par habitant pour l'enseignement postsecondaire. La courbe ascendante est celle des transferts en points d'impôt et les deux courbes inférieures celles des transferts en espèces.

Le gel des transferts par habitant, commencé en 1990-1991, et qu'on veut continuer par le projet de loi C-20, provoque une baisse majeure des transferts en espèces. Cette baisse était de l'ordre de 7,7 p.100 en 1990-1991 et sera d'environ 21 p.100 en 1994-1995. Les montants perdus pour l'enseignement postsecondaire (ou les «économies» selon le texte du budget) étaient de 321 millions de dollars en 1990-1991 et seront de 971 millions en 1994.

En 1995-1996, donc après la fin du gel, mais avec une réduction supplémentaire de 1 p.100 du facteur de progression, la réduction des transferts en espèces pour l'enseignement postsecondaire sera de l'ordre 13 p.100. Le montant perdu (ou économisé selon le point de vue!) sera d'environ 1 milliard de dollars pour cette année seulement. De 1990-1991 à 1995-1996, les provinces auront perdu, et le gouvernement fédéral économisé, la somme de 4,4 milliards de dollars seulement pour les transferts au titre de l'enseignement postsecondaire. Les projections du ministère des finances indiquent que les transferts en espèces pour l'enseignement postsecondaire au Québec seront nuls dès 1994-1995.

Les projections de l'ACPU prévoient que la même chose arrivera à l'Ontario vers l'année 1999-2000. Pour les autres provinces, on devra attendre aux années 2003-2004 à 2005-2006 pour que cela se produise. Étant donné que les transferts en espèces sont en chute libre, on peut conclure que l'esprit du programme FPE est faussé.

**La situation de l'enseignement supérieur.**

Le graphique 2 illustre l'évolution du nombre d'étudiants équivalents à temps plein de 1970-71 à 1990-91. (Un étudiant à temps plein est équivalent à 3,5 étudiants à temps partiel.) Ce nombre passe de 354 205 en 1970-71 à 620 474 en 1990-91, une augmentation de 75 p. 100.

De plus, si on compare les deux sexes, on constate que le taux des femmes a augmenté plus rapidement que celui des hommes.

Toutefois, dans l'intervalle, plusieurs indicateurs financiers concernant les universités sont à la baisse. Par exemple, un document du "Tripartite Committee on Interprovincial Comparisons" nous montre que les revenus de fonctionnement totaux en dollars constants de 1986 pour les universités canadiennes étaient de 9 497 $ par étudiant en 1977-78. Dix ans plus tard, ils étaient de 7 806 $ par étudiant.

En 1977-78, pour chaque 1000 dollars de revenu personnel, les provinces dépensaient 11,70 $ en subventions de fonctionnement aux universités. Dix ans plus tard, en 1987-88, elles dépensaient 9,05 $. Si on considère le Produit intérieur brut provincial, en 1977-78 les dépenses de fonctionnement des universités représentaient 1,12 p.100 du Produit intérieur brut provincial. En 1987-88, le chiffre était tombé à 0,96 p.100.

**Le financement des universités et le FPE: quel est le lien?**

Certains diront qu'il n'y a pas de lien direct entre la situation financière des université et les coupures dans les transferts pour l'enseignement supérieur. En effet diront-ils, les transferts du FPE sont inconditionnels. Nous l'admettons volontiers, mais à cause des réductions des transferts, les gouvernements provinciaux sont forcés de sabrer; donc il y a un encouragement fiscal à réduire les budgets des universités comme ceux d'autres domaines.

De plus, si certaines provinces sont prêtes à réduire les subventions aux universités (si ce n'est pas prioritaire pour elles), elles ont alors l'excuse parfaite; le gouvernement fédéral coupe dans les transferts qu'il dit être pour l'enseignement supérieur.

C'est le cas en particulier du Rapport au Parlement, *Aide fédérale et provinciale à l'enseignement postsecondaire au Canada Secrètariat d'État*. C'est aussi le cas de *Bien apprendre...bien vivre* où le gouvernement inclut ces transferts du FPE dans les 11 milliards qu'il «investit dans le système canadien d'éducation et de formation».

**L'enseignement supérieur et la recherche: les coûts indirects de la recherche**

C'est le financement de base de l'enseignement postsecondaire effectué par l'intermédiaire du FPE qui fournit une bonne partie de l'infrastructure nécessaire à la recherche. Cette infrastructure comporte toute une série d'éléments, depuis les traitements, qui permettent aux chercheurs universitaires de vivre, jusqu'aux édifices qui les abritent et où ils peuvent poursuivre leurs activités. Cependant, les fonds affectés à la recherche par le gouvernement fédéral ne sont généralement pas suffisants pour couvrir ces coûts indirects.

Le financement du programme de création de centres d'excellence est un bel exemple. Ce programme est dû à l'initiative du gouvernement qui voulait ainsi prouver qu'il accordait beaucoup d'importance à la recherche et à l'excellence, mais les fonds supplémentaires qu'il a consacrés à cette fin ne permettront pas d'alimenter le programme si les établissements participants ne font pas appel à leurs propres ressources.

Par conséquent, le programme mettra encore davantage à contribution le financement de base que le projet de loi C-20 propose de bloquer et en réalité de réduire, si l'on tient compte de l'inflation.

Comme l'a si bien dit M. Claude Ryan, l'ancien ministre de l'Enseignement supérieur du Québec, à en juger d'après ses commentaires qui ont été publiés dans *Le Devoir* du 22 février 1990, la politique du gouvernement fédéral est incohérente. Au moment même où le gouvernement annonce qu'il se lance dans de nouvelles entreprises dans le secteur de l'enseignement supérieur sans avoir consulté les provinces, il réduit le financement de base de l'enseignement postsecondaire.

L'éducation est un investissement et devrait compter parmi les priorités fondamentales de tous les gouvernements.

Les dispositions du projet de loi C-20 ne feront qu'empirer les closes.

**Conclusion**

Le gouvernement fédéral a raison de penser que l'éducation est essentielle à la prospérité et à la compétitivité, tel que le suggère son document *Bien apprendre...bien vivre*

## Constitution

# Meech Lake II follows path of uneasy compromise

**By Donald C. Savage**
**Executive Director, CAUT**

During this last year the Conservative government launched its attempt to regain the constitutional ground lost over Meech Lake, This intertwined with an earlier agenda to link prosperity with competitiveness and educational reform.

The government decided that it had made a mistake in billing Meech Lake as the Quebec round because that invited regional and linguistic bickering. As a consequence this round of constitutional talks would become a Canada round and would involve a package dealing with a variety of constitutional issues involving various parts of the country.

Initially it appeared that those who wished simply to dismantle the federal power were in the driver's seat, but over the summer the anglophone ministers made it clear that they would not accept the Allaire vision of Canada. The result was an uneasy compromise, transferring a good number of powers to the provinces but also proposing sweeping new powers for Ottawa over the economic union.

The government brought forward its package in September. It contained a number of points of importance to the universities and community colleges but was silent on a number of others.

**Research and development**

The Tories intended to stake out a federal role in research and development. It did this in two ways. There was an explicit article, which although clumsily and ambiguously worded, nevertheless set out this idea.

It was also the hope of the government that it could use its newly claimed powers under the economic union to further certain of its interests in this area.

**PSE, medicare and the federal spending power**

Much more important to the universities was the question of the federal spending power and its use to support medicare and post-secondary education through Established Programs Financing (EPF). The constitutional proposals are silent on these two matters. Spokespersons for the government argue that all existing shared cost programs including EPF continue and that the September propositions simply address the creation of new federal programs in areas of exclusive provincial jurisdiction.

*Cam Cardow, the Regina Leader-Post*

This is true on the face of it but masks significant concerns shared by CAUT. While the constitutional debate has been developing, the government has used the budgetary process to launch a massive attack on the funds transferred to the provinces in respect of post-secondary education.

Last year alone it cut the funds by $323,000,000 and clearly intends to abolish, if it can, all the remaining cash payments which amount to $2 billion. *(See the article on EPF on Page 5 for details).*

These cuts suggest to many people that the reason for the silence of the constitutional proposals in these areas is precisely because the Tories intend to get Ottawa out of funding the EPF programs.

These questions are also linked to the debate over a social charter. CAUT has urged the premiers of the three NDP provinces to ensure that a constitutional and fiscal settlement of the EPF question for post-secondary education and medicare be an integral part of any final entente between Ottawa and the provinces.

In the view of CAUT this would be an extremely practical way to deliver on the concerns about the future of social programs in the new constitutional dispensation.

Jeffrey Simpson has suggested in *The Globe and Mail* that the government inserted the property rights article in its proposals so that there could be a grand reconciliation at the end of the day with the Tories abandoning property rights (which they never seriously thought would pass) and the NDP giving up on social programs. It has the ring of plausibility about it. CAUT naturally hopes that the NDP provincial governments will not fall for this transparent ruse.

The federal finance department announced many months ago that it would launch a parallel consultation with the provincial finance ministers and other interested parties on the subject of shared cost programs.

Since EPF was inaugurated in 1976/77, the provinces have a perfect record of failing to move the federal government a centimetre in such discussions, precisely because they are limited to finance ministers and regard matters such as EPF as an accounting exercise and ignore any impact on the real world. That impact became obvious earlier this year with the provincial budgets in Atlantic Canada and has spread to other provinces such as Manitoba, Saskatchewan and Ontario.

This is why CAUT believes that this discussion of finances must parallel the constitutional discussions and must be settled ultimately by the first ministers at the same time as the constitution.

**Community colleges and manpower training**

The community colleges are also concerned about a related matter, namely the funding of manpower training programs in their institutions. Ottawa funds these programs on a scale similar to that of EPF.

The new constitutional proposals say that Ottawa will recognize this as an area of exclusive provincial jurisdiction. There is not a word about transferring any funds. Spokespersons for the federal government argue that this is simply an offer to negotiate although it is not phrased that way.

**Prime Minister Brian Mulroney**

*It is clear that the Quebec ministers had to deliver* manpower training to Mr. Bourassa, but the unions representing community college teachers are unconvinced that the same formula should apply to the rest of the country.

Some members of the cabinet, however, think that they can recapture parts of this area through the use of the powers given Ottawa in the new economic union. It would have been simpler to make a special deal with Quebec and retain the

**continued on page 8**

## Constitution

# Lac Meech, 2e partie: des compromis difficiles

**par Donald C. Savage**
**Directeur général, ACPU**

En matière constitutionnelle, le gouvernement conservateur a tenté, au cours de la dernière année, de reprendre ce qu'il avait perdu dans la débâcle du lac Meech. Il a entremêlé ses tentatives à un projet antérieur de lier la prospérité économique à la compétitivité et à la réforme de l'enseignement.

Le gouvernement a jugé qu'il avait eu tort d'appeler l'accord du lac Meech la «ronde Québec» car cela a suscité des querelles régionales et linguistiques. Par voie de conséquence, les pourparlers actuels sur la constitution sont devenus la «ronde Canada» et portent sur un ensemble de propositions traitant de diverses questions constitutionnelles et touchant diverses parties du pays.

À l'origine, il a semblé que les partisans d'une décentralisation du pouvoir fédéral était en position de force. Toutefois, au cours de l'été, les ministres anglophones ont clairement fait savoir qu'ils n'acceptaient pas la vision du Canada proposée dans le rapport Allaire. Il en a découlé un compromis difficile, déléguant aux provinces un bon nombre de pouvoirs et proposant également de nouveaux pouvoirs considérables à Ottawa en matière d'union économique.

En septembre, le gouvernement a dévoilé son projet constitutionnel qui contenait un certain nombre de points importants pour les universités et les collèges communautaires mais qui demeurait muet sur de nombreux autres.

**La recherche et le développement**

Les Conservateurs avaient l'intention de délimiter le rôle du fédéral dans la recherche et le développement. Ils l'ont fait de deux manières. Le projet comprend un article explicite qui traduit l'idée en dépit d'une formulation maladroite et ambiguë.

Le gouvernement fondait en outre l'espoir de recourir à ses nouveaux pouvoirs qui lui seraient délégués en vertu de l'union économique pour servir certains de ses intérêts dans ce domaine.

**L'enseignement postsecondaire, la santé et le pouvoir de dépenser du fédéral**

Le pouvoir de dépenser du gouvernement fédéral et l'usage qu'il en fait pour financer les soins de santé et l'enseignement postsecondaire par le truchement du Financement des programmes établis (FPE) est une question des plus importantes pour les universités. Les propositions constitutionnelles ne prévoient rien à ce chapitre. Des porte-paroles du gouvernement prétendent que tous les programmes actuels de partage des coûts, y compris le FPE, seront maintenus et que les propositions de septembre ne portent que sur la création de nouveaux programmes fédéraux dans des domaines de compétence provinciale exclusive.

À première vue, c'est la vérité. Toutefois, cela cache des préoccupations importantes que partagent l'ACPU. Alors que le débat constitutionnel prenait son élan, le gouvernement s'est servi du processus budgétaire pour s'attaquer massivement aux paiements versé aux provinces au titre de l'enseignement postsecondaire.

En effet, l'année dernière seulement, il a réduit les paiements de transfert de 323 000 $ et a l'intention, de toute évidence, d'abolir, s'il le peut, tout ce qui reste des paiements en espèces qui se chiffrent à 2 milliards de dollars *(voir l'article sur le FPE à la p. 5)*

De nombreuses personnes croient voir dans ces compressions budgétaires une explication au silence du fédéral à ce chapitre dans ses propositions constitutionnelles: les Conservateurs ont manifestement l'intention de retirer au fédéral la responsabilité du financement du FPE.

Ces questions sont également liées au débat que suscite la charte sociale. L'ACPU a vivement recommandé aux trois premiers ministres provinciaux néo-démocrates de veiller à ce que la question du FPE au titre de la santé et de l'enseignement postsecondaire soit réglée du point de vue fiscal et constitutionnel et qu'elle fasse partie intégrante d'une entente définitive entre le fédéral et les provinces.

L'ACPU estime que cette solution très pratique permettrait de calmer les préoccupations sur l'avenir des programmes sociaux dans une nouvelle constitution.

Jeffrey Simpson a laissé entendre dans le *Globe and Mail* que le gouvernement fédéral avait ajouté un article sur les droits de propriété dans ses propositions pour amener les Conservateurs et les Néo-démocrates à une grande réconciliation: les uns laisseraient tomber les droits de propriété (les Conservateurs n'ont jamais cru sérieusement que leur idée serait adoptée) et les autres abandonneraient les programmes sociaux. La suggestion semble plausible. Naturellement, l'ACPU espère que les gouvernements provinciaux néo-démocrates ne se laisseront pas duper aussi bêtement.

Il y a plusieurs mois, le ministère fédéral des Finances a annoncé qu'il entamerait des consultations parallèles sur les programmes de partage des coûts avec ses homologues provinciaux et d'autres parties intéressées.

Depuis la création du FPE en 1976-1977, les provinces n'ont pas réussi à faire bouger d'un centimètre le gouvernement fédéral dans ce genre de consultations précisément parce qu'elles sont limitées aux ministres des finances et qu'elles considèrent le FPE et les questions du genre comme un exercice de comptabilité. Elles n'ont pas conscience des répercussions de cette situation sur la réalité. Nous en avons été témoins cette année dans les provinces de l'Atlantique puis dans d'autres provinces, notamment le Manitoba, la Saskatchewan et l'Ontario.

Voilà pourquoi l'ACPU estime que les discussions des ministres des finances doivent se faire en parallèle avec les discussions constitutionnelles et doivent en dernière analyse aboutir à un règlement en même temps que celui de la constitution par les premiers ministres.

**Les collèges communautaires et la formation de la main-d'oeuvre**

Les collèges communautaires se préoccupent également d'une question connexe, à savoir le financement des

**suite à la page 8**

## Taxation

# Bigger tax bite has a dramatic impact

By Gordon Piché
Associate Executive Director, CAUT

The Conservative government's recent initiatives in the taxation arena have touched all Canadians dramatically. They have also affected the university community. Two major actions of particular interest are the GST and recent increases in UI premiums.

**Goods and Services Tax**

The introduction of the Goods and Services Tax in January 1991, to replace the Federal Sales Tax, has had a major impact on the university sector. At a time when the federal government is reducing the level of funding to universities on the one hand, it has increased the cost of administering and operating the university on the other.

If administering the GST has become a headache for universities, it has become a full-blown migraine for libraries and a nightmare for many professionals.

For instance, CAUT has heard of foreign book publishers who have refused to ship publications to Canada because of the impact on payment of accounts and the large bond required before a foreign vendor can register with Revenue Canada.

In addition, reports have been received about the imposition of GST on the insured value of materials entering Canada under inter-library loans, on galley proofs for Canadian articles being published abroad, on free copies of text or books for review, microscopic slides and tissue samples exchanged between scientists in other countries, brokerage charges involved in dealing with the application of GST to foreign books and periodicals, and the rather narrow interpretation by government of tariff item 9812 exemptions.

In response to a letter from the CAUT president on the matter of inter-library loans and the taxation of galleys from foreign sources, Minister of National Revenue Otto Jelinek said that "...with respect to imported goods, the Excise Tax Act imposes the GST on the value of all imported goods unless goods are specifically relieved of the tax. Thus, on importation a book attracts the GST even though there may be no charge for the book to the recipient."

Rather than examining the logic of this policy, the minister ostensibly skirts the issue by stating "...as Minister of National Revenue, I am bound to administer the Excise Tax Act as it is approved by Parliament....Matters of tax policy, such as the scope of the tax, are the responsibility of the Department of Finance."

CAUT's position from the beginning in this matter has been to have all books and periodicals exempted from GST. In the meantime, CAUT has urged the federal government to rethink its position on items such as inter-library loans from foreign sources and galley-proofs where we think they have misunderstood their own regulations.

**Unemployment Insurance: The "other" tax**

Despite advice to the contrary from business and labour, the Conservative government has recently announced its intention to further increase the premiums paid by workers and employers for unemployment insurance.

UI Premiums were increased by 24 per cent on July 1, 1991 and the federal government has declared its intention to further increase the rates by seven per cent on Jan. 1, 1992. This comes about despite promises by former finance minister Michael Wilson that shortfalls in the UI fund would not be placed on the backs of labour and business.

These increases are, in effect, increases in taxes to Canadians to the tune of $1.3 billion. The increased cost for an average faculty member following the premium hike in July amounted to $195. This latest increase will mean an additional annual expense of $70.

While the effect on the take home pay of a university faculty member is significant, it has an even greater impact on the operating costs of the university which must pay a larger share of the premium for all its employees. This too comes in the midst of decreased operating grants from the federal and provincial governments.

## Pensions

# Reforms suggest both good news and bad

By Robert Léger
Government Relations Officer, CAUT

In 1990, the Conservative government finally forwarded a bill to implement general pension reform. The draft legislation would have caused an unfavourable impact on university pension plans. CAUT presented its views to the House of Commons Finance Committee. The report of the committee responded with good news, taking into account many of CAUT's concerns.

In particular, the five-year limit on pension credits during periods of leave was modified. Furthermore, the committee recommended incorporating into the legislation provision for additional pension credit in cases of early retirement. These committee recommendations were accepted by the Department of Finance and became law.

The Finance Committee (and the department) showed little sympathy for another issue raised by CAUT — the fact that pension limits have been frozen since 1976. The government is promising to lift the freeze only in 1995, after which the limit would escalate in line with the average industrial wage.

In the meantime, however, the average level of pre-retirement salaries of academics is more and more rapidly passing the point at which the pension limit starts to have an adverse impact. This impact will affect an increasing number of academics in future years.

Another law affecting academics is the one which established a clawback on old-age security pensions for those earning over $50,000. CAUT and OCUFA presented briefs to the Senate committee studying this issue. Although the Senate proposed several amendments to the legislation, it was eventually passed unchanged. This law will affect many academics, reducing the income of retirees.

## Pensions

# Les Conservateurs et les régimes de retraite

par Robert Léger
agent des relations avec les gouvernements, ACPU

Rappelons qu'en 1990, le gouvernement conservateur a finalement déposé un projet de loi qui réformait de façon importante les régimes de retraite. Dans la version présentée au départ, le projet de loi créait de nombreux problèmes aux professeurs d'université. L'ACPU a fait connaître au Comité des Finances de la Chambre ses doléances. Le rapport du Comité a répondu favorablement à nombre des préoccupations de l'ACPU.

En particulier, le plafond de cinq ans imposé au crédit de pension pendant les périodes de congé a été modifié. En outre, le comité a recommandé d'intégrer à la loi une disposition pour un crédit de pension supplémentaire dans les cas de retraite anticipée. Ces recommandations du Comité ont été acceptées par le ministère des Finances.

Par ailleurs, le Comité des finances (et le ministère) s'est montré peu sympathique à une autre question soulevée par l'ACPU, à savoir, le gel depuis 1976 du plafond des régimes de pension en vertu de la Loi de l'impôt sur le revenu. Le gouvernement promet de ne lever le gel qu'en 1995. Par la suite, le plafond sera haussé proportionnellement au salaire industriel moyen.

Toutefois, en attendant, le niveau moyen des salaires précédant la retraite des universitaires atteint de plus en plus rapidement un seuil où le plafond des pensions commence à avoir des effets négatifs. Ces effets vont toucher de plus en plus d'universitaires.

Une autre loi touchant les universitaires est celle qui récupère (en tout ou en parties) les pensions de sécurité de la vieillesse pour les personnes gagnant plus de 50 000 $. L'ACPU et l'Union des associations des professeurs des universités de l'Ontario ont présenté des mémoires au comité du Sénat étudiant la question. Pendant un certain temps, le Sénat a refusé d'adopter la loi qui a finalement été adoptée au mois d'octobre 1990 sans les modifications proposées. Cette loi va aussi toucher plusieurs universitaires, provoquant un appauvrissement de nos retraités.

## Constitution

# Lac Meech, 2e partie

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programmes de formation de la main-d'oeuvre offerts dans leurs établissements. Le gouvernement fédéral subventionne ses programmes en vertu d'un programme s'apparentant au FPE.

D'après les propositions constitutionnelles, Ottawa reconnaîtra ce secteur comme une compétence provinciale exclusive. On ne mentionne rien au sujet d'un transfert de crédits.

Des porte-paroles du gouvernement fédéral soutiennent qu'il ne s'agit que d'une offre de négociation bien que la proposition ne soit pas formulée ainsi.

Il ne fait pas de doute que les ministres du Québec se devaient de plaire à M. Bourassa en lui cédant la formation de la main-d'oeuvre. Cependant, les syndicats représentant les enseignants de collèges communautaires ne sont pas convaincus que la même formule doivent s'appliquer au reste du Canada.

Certains membres du cabinet, toutefois, croient qu'ils peuvent se rapproprier certaines parties de ce secteur en vertu des pouvoirs délégués à Ottawa dans la nouvelles union économique. Il aurait été plus simple de conclure une entente particulière avec le Québec et de maintenir les accords de partage des coûts pour le reste du Canada.

**Le pouvoir de dépenser du fédéral - les nouveaux programmes sociaux**

En vertu des propositions constitutionnelles, pour que le gouvernement fédéral puisse introduire de nouveaux programmes sociaux, son accord ainsi que celui de sept provinces représentant 50 p. 100 de la population est nécessaire. Des porte-paroles du gouvernement affirment que ces programmes ne devraient pas être introduits à moins d'obtenir l'assentiment général à la grandeur du pays.

De nombreux groupes féministes se sont plaints de cette proposition et prétendent qu'elle aurait sonné le glas de l'assurance-maladie si elle avait été en vigueur à ce moment-là et qu'elle tue probablement les services de garde à l'enfance. Ils s'inquiètent de plus que tout nouveau programme que l'on arriverait à établir voient ses bases sapées par les dispositions permettant de s'en retirer. L'ACPU partage ces préoccupations.

Il y a également le risque que la proposition des droits de propriété puisse nuire aux programmes d'équité, si elle est plus qu'une tactique à abandonner au moment opportun.

**Le comité parlementaire**

L'ACPU a témoigné devant le comité parlementaire le 31 octobre 1991 et a exposé ses préoccupations. Ses représentants ont également rencontré à plusieurs reprises des hauts fonctionnaires du bureau de M. Clark. Cependant, le comité parlementaire a connu depuis de nombreux déboires et, au moment d'écrire ces lignes, on ne savait pas exactement comment le débat constitutionnel allait se poursuivre.

## Constitution

# Meech Lake II follows path of uneasy compromise

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shared cost arrangements for the rest of Canada.

**Federal spending power — new social programs**

The constitutional proposals require the approval of Ottawa and seven provinces with 50 per cent of the population before the federal government can introduce any new social programs. Spokespersons for the government argue that such programs should not be introduced unless there is widespread support across the country.

Many women's groups have lamented that this article would have killed medicare if it had been in force at the time and probably does kill daycare. Furthermore they are disturbed by the opt out arrangements which they think would undermine any program if it were established. CAUT shares this concern.

There is also concern that if the property rights proposal is more than a tactical ruse to be given up at an appropriate time, it might have a deleterious effect on equity programs.

**Parliamentary committee**

The CAUT testified to the parliamentary committee on October 31, 1991 and outlined its concerns in some detail. It has also met several times with the officials in Mr. Clark's office and hopes to participate in at least one of the constitutional conferences. It has urged provincial associations to testify when the parliamentary committee resumes.

## Droits de la personne

Monique Landry

### Zaïre

C'est grâce à la ministre Monique Landry que le gouvernement canadien a réagi promptement au massacre des étudiants à Lubumbashi. Par la suite, le gouvernement a répondu aux pressions de l'ACPU en insistant pour que le sommet francophone devant se tenir au Zaïre soit déplacé à Paris. Depuis, le premier ministre a soulevé la question des droits de la personne au sommet francophone et à la conférence du Commonwealth.

R&D

# Tories are more talk than action on R&D

By Tim Stutt
Government Relations Officer, CAUT

Economic competitiveness is the mantra chanted by the federal government today. Over the past year the Mulroney government has implored Canadians to shape up in order to face lean and mean competitors in the global marketplace.

The rapid growth of trade and investment, more open competition, the globalization of industries, shifting corporate strategies, rapid technological changes and increased economic integration among nations are all the order of the day. The federal government feels Canada is at a crossroads that will require some major changes to ensure continued prosperity.

Yet this begs an important question: What solutions is the government proposing? In the area of research and development — a field that is critical to future economic growth — the answers appear to be limited. Moreover, any increased funding for university research is more than offset by cuts in the transfer payments to the provinces in respect to post-secondary education.

**Shaping the Future Together?**

The federal government presents a broad vision for constitutional reform in *Shaping Canada's Future Together*. Yet the only mention of R&D is in the document's section "Preparing for a more Prosperous Future." In this section the government promises only to ensure the "preservation of Canada's existing research and development capacity."

Furthermore there is little in the government's "Prosperity Initiative" launched last October. No mention of R&D is to be found in *Learning Well...Living Well*, the consultation paper on education. In the other paper entitled *Prosperity Through Competitiveness*, the government acknowledges R&D as a "key element" for Canadian prosperity:

"Research, innovation and technological adaption are keys to success for companies in the global marketplace. The challenge is to find new approaches to improve Canada's performance in translating new scientific and technological knowledge into high quality products at internationally competitive prices." (page 6)

But the government is vague in proposing solutions. Most of the consultation paper's section "The Importance of Science and Technology" is devoted to complaining about the low level of Canada's industrial R&D spending.

In terms of concrete government action only the adoption of policies that set the "climate in which S&T investment decisions are made," and the provision of an "infrastructure through which technology is diffused throughout the economy" is proposed.

**Policy as Prologue**

Vagueness has not always been a part of the Conservative approach to R&D. In a March 1984 speech at the University of Toronto, Brian Mulroney took a stand on R&D issues. As official Opposition Leader at that time he promised that during its first term in power a Conservative government would:

"...double the collective Canadian contribution to this indispensable sector; set priorities and develop a coordinated approach to government-sponsored research; improve the linkage between government labs, universities and the private sector, with special emphasis on small business; encourage the production of new technologies and ideas by Canadian industries; facilitate the introduction and adaption on innovative technology developed abroad; and encourage the diffusion of modern technology and know-how across the country."

These policy directions were highlighted in CAUT's 1984 election campaign questionnaire on federal party higher education policies. In response to questions on R&D funding, the Conservatives stated that "our research and development commitment is fundamental to our overall program for economic and social development. We are committed to doubling Canada's R&D to 2.5 per cent of the Gross National Product...."

The Conservatives also said that they were "committed to real (above inflation) increases" for the funding of the three federal granting councils: the Medical Research Council (MRC), the Social Sciences and Humanities Research Council (SSHRC) and the Natural Sciences and Engineering Research Council (NSERC).

**Subsequent Results**

The policy direction is not at fault. Nor has there been a lack of government measures taken in R&D. Over the past seven years the Mulroney government has launched several noteworthy R&D initiatives. They include:

— the adoption of a five-year "matching funds" policy under which the federal government matches annual private-sector contribution targets in order to fund the granting councils;

— the inclusions of the "matching funds" in the councils' base budgets starting later this academic year, as has been advocated by CAUT;

— an increase in federal base funding for the granting councils which was to total almost $3.2 billion from 1986-87 to 1990-91;

— the spending of $240 million to help establish 14 networks of Centres of Excellence involving 34 universities and 25 corporations across Canada;

— the establishment of more patent protection for pharmaceutical research;

— the founding of the National Advisory Board on Science and Technology (NABST), which is composed of researchers, industrialists and labour leaders who advise the prime minister on science and technology questions; and

— the commitment of $50 million in new funding to Canadian universities over the next six years to create a funding program for research and training in environmental studies.

Unfortunately these initiatives have had little effect on Canada's overall R&D standing. Prime Minister Mulroney's promise to double the collective commitment to R&D by the end of his first term in office has had little impact on Canada's Gross Expenditures on Research and Development (GERD).

In 1990 the GERD as a percentage of the national Gross Domestic Product was 1.36 per cent — the same percentage when the Conservatives took power in 1984. According to the Organization of Economic Co-operation and Development, this figure lags far behind the 1990 GERDs of the United States (2.79 per cent), Germany (2.82 per cent) and Japan (3.04 per cent).

The Conservative promise to provide real (above inflation) increases in federal funding for the three granting councils has also yet to be achieved. Since 1984 the councils have tread water in constant dollar terms.

CAUT has calculated that in constant 1979 dollars NSERC's operating budget remained stagnant at approximately $200 million from 1983-84 to 1989-90. The 1979 constant dollar figures for MRC and SSHRC during the same time period are approximately $100 million and $40 million respectively.

**The CAUT Remedy**

CAUT's Resolution on Science Policy provides a number of suggestions for solving the federal government's R&D woes. The policy defines as the ultimate national R&D goal the implementation of a "definite plan to achieve the objective of increasing Canada's research spending to 2.5 per cent of its Gross National Product."

The resolution urges the federal government to fund the three granting councils by doubling their base budgets over a three-year period and thereafter indexing them at 1.5 times the annual increase in the Gross National Product. Since 1988 this has been recommended twice to Prime Minister Mulroney by the NABST.

The House of Commons Standing Committee on Industry, Science and Technology has also supported an increase in the granting council budgets in its 1990 *Canada Must Compete* report.

Finally, the CAUT Resolution on Science Policy calls on the Mulroney government to recognize that basic research is "essential to the well-being of Canada; that such research is one of the primary responsibilities of universities; that governments are likely to continue as major financial backers of such research; and that the federal government should continue and develop its long-standing and significant funding role in this area."

**Conclusion**

Unfortunately, to date the federal government's reaction to more R&D funding has not been positive. For example, in its May 1991 response to the *Canada Must Compete* report the government listed numerous arguments in order to reject international comparisons of GERD as being an adequate indicator of Canada's ability to produce and use science and technology. As for the need to increase the granting council budgets, the government responded tersely that they have already received "relatively substantial increases in government funding during a period of severe fiscal restraint."

Admittedly, increasing federal funding for R&D will not be easy in these times of fiscal restraint. Yet if the federal government views R&D as a "key element" of economic competitiveness it must also be prepared to fund it as an investment that will provide a significant return of wealth.

R&D

# La R & D: pas de gestes concrets

par Tim Stutt
agent des relations avec les gouvernements, ACPU

Le gouvernement fédéral se fait le chantre de la compétitivité économique ces temps-ci. En effet, au cours de la dernière année, le gouvernement Mulroney a demandé avec insistance aux Canadiens de se préparer à affronter des concurrents sans pitié du marché mondial.

La croissance rapide du commerce et des investissements, une concurrence plus libre, la mondialisation des industries, un changement dans les stratégies des compagnies, l'évolution rapide des technologies et une intégration économique accrue entre les pays sont à l'ordre du jour. Le gouvernement fédéral estime que le Canada arrive à un carrefour et qu'un virage est nécessaire pour assurer une prospérité continue.

Posons-nous encore une fois cette question importante: quelles solutions le gouvernement propose-t-il? Dans le domaine de la recherche et du développement, essentiel à la croissance économique future, les réponses semblent limitées. Par surcroît, toute hausse des crédits à la recherche universitaire est contrebalancée par les réductions des paiements de transfert aux provinces au titre de l'enseignement postsecondaire.

**Bâtir ensemble l'avenir du Canada?**

Dans son document intitulé «Bâtir ensemble l'avenir du Canada», le gouvernement fédéral propose une réforme constitutionnelle globale. Pourtant, le seul endroit où l'on fait mention de la R et D est au chapitre intitulé «Préparer un avenir plus prospère». Le gouvernement, en effet, ne

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# Time to rebuild the National Research Council

By Christopher Young
Southam News

Once upon a time Canadians built a magnificent scientific research organization called the National Research Council.

In the past seven years the Mulroney government has virtually destroyed the NRC by starving it out. It's not a mistake, but a crime. The insane determination to wreck the country's premier research institution for political reasons has done possibly irreparable damage.

Now the vandal government has published a "consultation paper" containing an inane question under the heading "Issues for discussion:" "What could governments do to make their own S&T (science and technology) activities more effective in building Canada's technological capabilities?" Answer: Bring back NRC from despair, demoralization and the brink of death! Rehire the brilliant scientists you laid off, pushed out, humiliated or urged to retire when they still had much to give the country.

Of course, we couldn't get them all back. Some have gone to the U.S. to strengthen American scientific knowledge and technology. Others wouldn't come back for any money, after being rejected by their own government. Answer: Rebuild and modernize scientific research facilities at government institutions so Canadian graduates will work here instead of joining the parade to the south.

Fundamental scientific research used to be carried out with great success at NRC in Ottawa. Practical inventions too were frequent. One that was tested in wind tunnels on the outskirts of town was the short takeoff and landing (STOL) aircraft, which developed into the DASH series of straight-up, straight-down commuter planes still being sold in world markets.

**Valuable wartime work**

During the Second World War NRC did immensely valuable work on radar, optical glass, aviation medicine, anti-mine defences, ballistics and much more.

Eminent scientists headed NRC, including General A.G.L. (Andy) McNaughton, Dr. C.J. (Jack) Mackenzie, and Dr. E.W.R. Steacie, who was deputy director of the British-Canadian Atomic Energy Project.

Later, NRC entered a new period of creativity, culminating in the award of the Nobel Prize for chemistry in 1971 to Dr. Gerhard Herzberg for his work at NRC on the electronic structure and geometry of molecules. Herzberg fought in vain against the takeover of scientific research by bureaucrats and politicians, and the present power structure cares nothing for such arcane achievements.

The trouble is you can't have market-directed research without fundamental work at the sources of scientific knowledge. The Tories want government out of research so private enterprise will do it, but it won't.

Now the government has set up a "Steering Group on Prosperity" to wander the country in search of answers to its own folly. This will get us nowhere, except further into the pit dug for science in the last seven years, partially by the budgets of Michael Wilson, now minister of science as well as trade, and thus mastermind of this silly, money-wasting exercise.

Apart from slashing research money, the government has made sure that business won't pick up the slack. An ever-warmer welcome for foreign ownership has reduced business incentive to increase research in Canada.

Multi-nationals do research and development at headquarters, naturally. Branch-plants don't do research, so with every foreign takeover, another Canadian lab is likely to shut down.

The government's refusal to see this obvious problem, no matter how many times it's demonstrated, approaches tragi-comedy in the appointment of David Robert McCamus and Marie-Josée Drouin as co-chairpersons to steer us into prosperity. Both run branch-plants of American enterprises.

McCamus is chairman of the Xerox branch plant in Canada. Drouin is executive director of the Hudson Institute's Canadian branch think-tank. Only Mulroney and Wilson could dream up that one.

"Ya want research? We'll get research. Phone Xerox to make us a copy."

*(Reprinted with permission from Southam News)*

## Students

# Changes in student aid plan on the horizon

By Tim Stutt
Government Relations Officer, CAUT

Sometime in 1992, the federal government hopes to introduce reforms to the Canada Student Loans Program (CSLP). Reforms are needed because the CSLP has not undergone any major changes since its inception in 1964. Yet it remains to be seen if these reforms will correspond with what has been proposed by the student movement.

To date the government has given few hints concerning what changes may be made. In a recent meeting with the National Consortium of Scientific and Educational Societies, Secretary of State Robert de Cotret stated that it is the federal government's intention that student aid remain a shared federal-provincial responsibility. He also stated that his reform package would involve considerable savings as a result of administrative reforms — savings which he hoped to use to increase the basic loan which has been frozen since 1984. Beyond that, the only other clues are found in a program review conducted this year by Bennecon Limited.

### CSLP review examined

The Bennecon review makes 13 recommendations to improve the "fairness and effectiveness of the allocation of student assistance, minimize opportunities for program abuse, and enable the government to better control its statutory spending." It suggests that the federal government should change the CSLP to correct "major problems of program design and management as well as administrative complexity and weakness."

One of the proposed program changes is to reduce or eliminate the loan interest subsidy. This is intended to discourage students from seeking unneeded loans, to avoid subsidizing those students who can repay the loan and the interest after graduation and to reduce the required amount of application screening. Other proposed changes include:

— the creation of a post-school income contingency repayment plan that would provide remission to graduates who are not earning a sufficient salary to maintain a moderate standard of living and repay the full student loan debt over a pre-determined time span;

— the continuation of a cap on accumulated loan and loan interest to avoid burdening graduates with an unmanageable level of debt; and

— the implementation of administrative arrangements to permit defaulted student loans to show on a student's credit records in those instances when the default is not to be covered by government remission.

### A strategy for change

In contrast to the Bennecon review, the Canadian Federation of Students (CFS) takes a different approach to CSLP reform. The CFS has outlined a "strategy for student financial assistance" which is based on the abolition of tuition fees in a policy statement entitled *Strategy for Change*. The federation views tuition fee abolition as being essential to the maintenance of an accessible post-secondary education system in Canada.

CFS also proposes the creation of a national grants program that would replace the existing federal, provincial and territorial assistance plans with a non-repayable bursary scheme. Under this program, students would receive grants on the basis of an assessment of their financial need as determined solely by their own income.

The program's purpose would be to prevent students from going into debt to cover the living costs necessary to further their education. Program funding would be provided by the federal government and the provinces and the territories would be responsible for program administration.

Provisions would be made to address the costs for students living on their own, with dependents, with special needs such as physical disabilities, or students living in high cost-of-living regions. The program would be portable so that a student would be able to use a grant for study in any province or territory.

### Change on the horizon

Given the differences that exist in the Bennecon review and the CFS *Strategy for Change*, the federal government faces some choices in reforming the CSLP.

One of those choices is what to do with the 3 per cent administrative tax that it has charged on all Canada Student Loans as of last August. Since the announcement of this measure in December 1989 CFS and CAUT have lobbied for a review of this tax. Both organizations view it as a regressive tax that will only serve to discourage prospective students from attending university.

Another priority area is the need to modify the CSLP so that it recognizes the financial situations of female and mature students. These two groups represent a growing proportion of the total undergraduate population in Canada.

The Part-Time Student Loan Program and the Interest Relief Program also need to be changed. Since its inception in 1983, the former program has been used by less than 1 per cent of Canada's part-time students. To increase this program's usage, CFS has suggested reforms such as increasing the available principal and creating new options for consolidating loans and appealing loan allocations.

As for the Interest Relief Program CFS has proposed that it be extended to the underemployed, those in required internships and apprenticeships and those with childcare responsibilities.

## Étudiants

# L'aide financière: des changements à l'horizon

Résumé rédigé par
Louise Caron
traductrice, ACPU

Le gouvernement fédéral espère réformer le Programme canadien de prêts aux étudiants qui n'a pas subi de modifications importantes depuis sa création en 1964.

Jusqu'à maintenant, le gouvernement a donné peu d'indices sur les modifications qu'il entend apporter. Le secrétaire d'État, Robert de Cotret, lors d'une rencontre avec des représentants du Consortium national des sociétés scientifiques et pédagogiques, a déclaré que l'aide financière aux étudiants demeurait une responsabilité partagée entre le fédéral et les provinces.

Le cabinet d'experts-conseils Bennecon Limited, chargé d'examiner le programme, a formulé 13 recommandations. Les experts-conseils ont notamment recommandé au gouvernement fédéral de remanier le programme pour en alléger l'administration et pour combler des lacunes. Ils ont également proposé l'abolition du paiement des intérêts sur les prêts et la création d'un mode de remboursement des prêts sur le revenu.

D'un tout autre point de vue, la Fédération canadienne des étudiants a exposé une stratégie d'aide financière aux étudiants fondée sur l'abolition des frais de scolarité dans un document intitulé *Stratégie pour le changement*.

Quelques solutions de réforme s'offrent donc au gouvernement. Les frais administratifs de 3. 100 imposés aux étudiants depuis le mois d'août, font l'objet de pressions de la part de l'ACPU et de la FCE depuis leur annonce en 1989. Le besoin de réformer le programme de prêts pour qu'il reconnaisse la situation financière des étudiantes et des étudiants adultes est une autre priorité.

# La R & D

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s'engage qu'à «assurer le maintien de la capacité canadienne actuelle de recherche et de développement».

De plus, le projet «Initiative prospérité», lancé en octobre dernier par le gouvernement, n'offre pas grand chose. Le document de consultation *Bien apprendre...Bien vivre* ne fait non plus aucune mention de la R et D. Par contre, dans un autre document intitulé *La compétitivité mène à la prospérité*, le gouvernement reconnaît que la R et D est un «facteur clé» de la prospérité du Canada:

«La recherche, l'innovation et la possibilité de se tenir à la fine pointe de la technologie sont autant de clés permettant aux entreprises de percer sur le marché mondial. Le défi consiste à définir de nouvelles approches pour aider le Canada à trouver des applications commerciales aux plus récentes connaissances scientifiques et technologiques afin de fabriquer des produits de qualité supérieure à des prix compétitifs sur les marchés internationaux.» (p.6)

Le gouvernement, toutefois, demeure vague dans les solutions qu'il propose. Une bonne partie du chapitre portant sur «L'importance des sciences et de la technologie» du document de consultation, fait le constat du faible investissement du Canada dans la R et D du secteur industriel. Le seul geste concret du gouvernement dans ce domaine est de proposer l'adoption de lignes de conduite «visant à créer un climat économique propice aux investissements en S-T» et de se procurer «l'infrastructure nécessaire à la diffusion des technologies nouvelles dans tous les milieux de l'économie».

### D'abord une ligne de conduite

Les Conservateurs n'ont pas toujours été aussi vagues en matière de R et D. À preuve, en mars 1984, Brian Mulroney, dans une allocution prononcée à l'Université de Toronto, a pris position en faveur de la R et D. Chef de l'opposition officielle à l'époque, il a promis qu'un gouvernement conservateur, pendant son premier mandat au pouvoir:

«(...) doublerait l'apport collectif canadien à ce secteur indispensable; établirait des priorités et élaborerait une approche coordonnée de la recherche subventionnée par le gouvernement; améliorerait les liens entre les laboratoires gouvernementaux, les universités et le secteur privé en s'occupant particulièrement des petites entreprises; inciterait les industries canadiennes à produire de nouvelles technologies et à innover; faciliterait l'introduction des technologies innovatrices mises au point ailleurs et encouragerait la diffusion de la technologie et du savoir-faire modernes à la grandeur du pays.» (Traduction libre)

Ces lignes de conduite ont été reprises dans le questionnaire sur l'enseignement supérieur que l'ACPU a remis aux partis fédéraux pendant la campagne électorale de 1984. À la question sur le financement de la R et D, les Conservateurs ont répondu que «[leur] engagement à l'égard de la recherche et du développement est fondamental dans notre programme global de développement socio-économique. Nous sommes résolus à doubler le budget de la R et D au Canada en le portant à 2,5 p. 100 du PNB (...)».

Les Conservateurs ont ajouté qu'ils étaient «résolus à accroître en termes réels (en sus de l'inflation) ces affectations de crédits» aux trois conseils subventionnaires fédéraux, soit le Conseil de recherches médicales (CRM), le Conseil de recherches en sciences humaines (CRSH) et le Conseil de recherches en sciences naturelles et en génie (CRSNG).

### Résultats subséquents

L'orientation générale n'est pas en faute. Le gouvernement n'a pas non plus manqué d'initiatives dans le domaine de la R et D. En effet, au cours des sept dernières années, le gouvernement Mulroney a réalisé plusieurs projets notables dans ce domaine, notamment:

- l'adoption d'un programme quinquennal

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# Tories flunk with nasty tax on student loans

By John Ibbitson
Ottawa Citizen

In their relentless drive to sever the sinews of the body politic, the Conservatives appear determined to push the poor out of university.

Last year the federal government decided that the Canada Student Loan program had become too expensive. Too many deadbeat students were defaulting on loans. The solution, the government decided, was to impose a three per cent tax on the loans.

This was an extraordinary decision. Simple decency dictates that you don't ask students who are about to receive loans to subsidize those who have already received them.

Philosophically, placing an education tax on student loans is akin to imposing a social services tax on welfare cheques, or a medical research tax on chemotherapy treatments.

Besides, whoever came up with the idea of a government loaning money and then taxing the loan must have entered the bureaucracy after a stint in a bargain furniture warehouse.

The Tories, though, were only warming up. Students had been led to believe that the tax was to be paid when the loan was paid.

But when students arrived to pick up their loan money last week, they discovered the tax was to be prepaid. You couldn't get your loan unless you paid the tax on it first.

For the student receiving a $3,000 loan (a typical amount), this meant coming up with a quick $90 on the same week that tuition had to be paid, accommodation taken care of, and books bought.

About half the students in this country who are able and willing to go to university have parents who can't afford to send them there. These students turn to the government for help. But government is increasingly reluctant to get involved.

The provincially-funded Ontario Student Awards Program still assesses a student's financial need based on 1984 cost-of-living data. The NDP government raised tuition fees eight per cent this year, well above the rate of inflation.

And now we have the loan tax.

According to Steve Boisclair, a vice president of the University of Ottawa's student federation, the average total cost of being a university student for one year has gone up from $8,000 in 1988 to $10,000 today.

"The student in 1991 is financially strapped," he maintains. "You look for money where you can."

### A sacred trust

We hold, in this society, that no one should be denied an education simply because he or she is too poor to pay for it. This isn't a policy, it isn't even a principle. It's something — to use a word the prime minister once profaned that's sacred.

If we now price education out of the reach of some students, we will have betrayed ourselves.

I wasn't sure I'd be able to go to university. My parents had five kids and not a lot of income. In the end, the federal and provincial governments came up with $15,000 in loans and grants, and in the '70s that was enough.

I wonder if they'd spend it today.

*(Reprinted with permission from the Ottawa Citizen)*

## Competitiveness

# Study at cross-purposes with constitution

By Donald C. Savage
Executive Director, CAUT

At the same time as the government announced its constitutional proposals, it also launched a major consultation on the competitiveness of Canada and the quality of education. In many ways this appeared to be at cross-purposes with the constitutional debate.

If one of the purposes of the new constitution was to persuade a reluctant Quebec to remain in Canada, it seemed odd to choose that very moment to proclaim a federal role in one of its most cherished areas of concern, namely education. Commentators in Quebec such as Lise Bissonette at *Le Devoir* were quick to point this out. How did this happen?

It started in August 1989 when the Prime Minister announced to the Conservative convention that the federal government was very concerned about the quality of education in Canada. While recognizing the pre-eminence of the provinces in this area, he nevertheless made it clear that he wished a federal/provincial inquiry into the state of Canadian education at all levels to determine its "relationship to Canadian competitiveness and its relevance to the international challenges of the year 2000."

He appointed the president of the University of Waterloo to advise the government and to negotiate a package with the Council of Ministers of Education. Agreement in principle had been reached when Meech Lake 1 collapsed, and Quebec announced that it would not participate in any provincial meetings such as this proposed inquiry. The joint undertaking with CMEC collapsed.

In a subsequent interview with the CAUT *Bulletin*, the then Secretary of State, Gerry Weiner, said that the federal government was seriously considering going it alone. That turned out to be the case although this development would not take place in the Secretary of State's Department.

The enthusiasm of the Prime Minister became linked to the concerns of Michael Wilson on competitiveness. The upshot was the development of two policy papers, one by Mr. Wilson on competitiveness and one by Bernard Valcourt, the Minister of Employment and Immigration on education. By now the engine was charging down the tracks and not even the constitutional debate could derail it. The papers were released in November as a prelude to a lengthy discussion process during the coming year.

The document on education called *Learning Well... Living Well* is mainly concerned with primary and secondary education. In the area of higher education it suggests that the only concern of the federal government is with science and mathematics where it wishes to double the number of graduates by the end of the decade.

CAUT noted that this was a remarkably narrow vision of higher education. Even in the context of competitiveness, it is hard to see how one could not focus on the need for world-class research and education involving the economics, politics, history, culture and languages of the Pacific Rim or of any of Canada's trading partners and competitors — not to mention research on the range of Canada's social and political problems.

Moreover, CAUT noted the schizophrenia of a federal government which simultaneously proclaims its interest in the quality of education and cuts hundreds of millions of dollars unilaterally from the transfer payments to the provinces in respect of post-secondary education.

The commentators have been unkind. The opposition parties said that the Tories were simply looking for an agenda for the next election. Even some government supporters in the business community said that we already know the nature of the problems and the possible solutions, and that the government should get on with some action.

ITEM: Government of Canada pays Harvard competitiveness expert $400,000 for economic analysis...
Government of Canada
Trenbuy
GABLE
"...YOUR CHEQUE IS IN THE MAIL..."

*Gable, The Globe and Mail, Oct. 26, 1991*

The government and the Business Council on National Issues also commissioned Prof. Michael Porter of Harvard University to undertake for one million dollars a study of the Canadian economy. The BCNI published the conclusions this fall in a document entitled *Canada at the Crossroads: the Reality of a New Competitive Environment*. The opposition parties in the House of Commons attacked the independence of the report. Steven Langdon charged that "government officials were deeply involved in defining the particulars of the study" and that government documents showed that the BCNI and the government had created a strategy to reinforce firmly the government's messages on prosperity/competitiveness. Michael Wilson said that the criticism was unfair because all that officials had done was to set down the parameters of the study so that the government could be sure that it would get its money's worth. Some Canadian economists unkindly suggested that all the government had to do was to buy Professor Porter's well-known book, *The Competitive Advantage of Nations* for $50 and they would have known pretty well what he was going to say.

Professor Porter's book does, in fact, put some emphasis on the need for government to provide the infrastructure of the state and on the importance of good education in the creation of national competitiveness. The summary report notes the weakness of Canada in science and technology. It supports cooperative education, the alignment of university funding to support competitiveness by increasing financial support for science and technology, higher fees and the privatization of programs and institutions. Prof. Porter also commends the federal government for its increased role in manpower training just at the moment it has proposed in its constitutional proposals to ditch this area in favour of the provinces.

## Compétitivité

# Une étude sur la compétitivité et la Constitution: des objectifs contradictoires

**Résumé rédigé par Louise Caron**
**traductrice, ACPU**

Au même moment qu'il annonçait ses propositions constitutionnelles, le gouvernement lançait une large consultation sur la compétitivité du Canada et la qualité de l'éducation. Le moment était plutôt mal choisi pour le fédéral de revendiquer un rôle dans un secteur cher au Québec alors que l'objectif de la nouvelle constitution était de convaincre cette province de demeurer dans la Confédération.

L'auteur explique comment le gouvernement en est venu à vouloir effectuer une enquête fédérale-provinciale sur l'état de l'éducation au Canada pour en déterminer le lien avec la compétitivité canadienne et les défis mondiaux de l'an 2 000. Il relate les faits qui ont mené au dépôt de deux rapports importants, dont celui du ministre Bernard Valcourt *Bien apprendre...bien vivre*. Hélas, selon l'auteur, l'enseignement postsecondaire n'y trouve qu'une petite place.

L'auteur explique la réaction de l'ACPU devant cette vision étroite de l'enseignement postsecondaire. Il résume ensuite les réactions des partis de l'opposition au rapport du professeur Michael Porter sur l'économie canadienne, commandé conjointement par le fédéral et le Conseil canadien des chefs d'entreprise au coût d'un million de dollars. Certains économistes canadiens ont laissé entendre que le gouvernement aurait dû acheter le célèbre ouvrage de M. Porter *The Competitive Advantage of Nations*. En effet, pour 50 $, le fédéral aurait eu une bonne idée de ce qu'il allait proposer, notamment l'importance d'avoir une main-d'oeuvre instruite poour créer une compétitivité nationale.

Enfin, dans son ouvrage, M. Porter félicite le gouvernement d'accroître son rôle dans la formation de la main-d'oeuvre alors que ce dernier vient tout juste de proposer que ce secteur incombe aux provinces dans une fédération renouvelée.

## Culture

# Lack of funding severely damages the arts

By Robert Léger
Government Relations Officer, CAUT

The preservation function is one of the most important mandates of the National Archives. Over the last few years the archives has found it difficult to fulfil that mandate.

First, given the increasing number of emergency situations arising from inadequate accommodation (for example, a major flood), a disaster of major proportion would have been inevitable without new facilities.

Second, the archives has been forced to refuse transfers of records from government institutions because of a lack of space.

Third, the archives was assigned responsibility for the historical records of additional institutions. A new building, modular in design, is planned for Gatineau, near Ottawa. The first module is expected in 1996-97.

**The Canada Council**

In last year's Tory Record we had an article entitled The Canada Council Facing a Funding Crisis on page 9. That article noted:

"... the Canada Council has found itself increasingly squeezed for funds. This, in turn, has translated into pressure on every sector of the arts community." Examples abound.

Lack of public funding forces performing arts companies to become increasingly box-office driven. The result? Accessibility to the arts by the average Canadian declines as ticket prices go up and the number of original productions declines.

Pointing to the increasingly fragile nature of the nation's not-for-profit performing arts finances, the Council for Business and the Arts in Canada has said that projections point to a doubling of the season's deficits at the end of 1988-89. The Vancouver Symphony went broke; Canadian Stages faces an unanticipated deficit of $600,000 etc.

Recent data shows that the situation has not improved. Total appropriation for the Council has only increased by .5 per cent in 1991 and will increase by 1.4 per cent for the year ending in March 1992. The Net Available Appropriation has increased by only .7 per cent and .6 per cent respectively for the two years.

On the average the Net Total Appropriation has increased on the average by only .64 per cent from 1989 to 1992. With inflation (CPI) at 5.2 per cent on the average between 1989 and 1991, it is easy to see that the amount of money available to the council is decreasing each year in real terms.

**Research on culture**

Recently, a research initiative on cultural development in an open economy was announced by the SSHRC. The review will assess the strengths and weakness of existing research and research capacity on culture. It is a joint initiative of the SSHRC and of the Federal Department of Communications. The value of the award is up to $100,000.

## Culture

# Les arts souffrent de sous-financement

**Résumé rédigé par Louise Caron**
**traductrice, ACPU**

Depuis quelques années, il est difficile pour les Archives nationales de respecter l'un de leurs plus importants mandats, à savoir la conservatioo. De nombreuses raisons expliquent cette situation, notamment un édifice inadéquat et le manque d'espacé.

Le budget du Conseil des arts diminue d'année en année, ce qui se répercute sur le monde des arts en géoéral. Parce que les subventions sont plus maigres, des compagnies théâtrales se voient forcées d'interpréter des oeuvres à succès qui attireront le public, les productions originales sont délaissées et les scèoes canadiennes font face à d'importaots déficits.

Le CRSH a récemmeot annoncé un projet de recherche sur le développement culturel. Le ministère fédéral des communications est également partie au projet.

# CAUT BOOKSHELF/LE COIN DES LIVRES

## *Mulroney: The Politics of Ambition*

**by John Sawatsky**
**Macfarlane Walter & Ross Toronto, 1991, (551 pp.)**

There have been two waves of media coverage of this book. Initially the media emphasized the salacious and scandalous tidbits — the failure at Dalhousie, the swearing, the drinking after the 1976 defeat, the womanizing, etc. Most editors presumably focused on this rather than on what the author actually said because they thought it would sell more newspapers. The Prime Minister's office contributed to this by a damage control scenario which simply gave more publicity to the tittle-tattle.

Then came the book reviewers. Some of them pointed out that, far from a hatchet job, there was a certain grudging admiration on the part of the author for the way in which Brian Mulroney eventually pulled himself together after the 1976 debacle. They also noticed that there was a rave review for Mila Mulroney in the book as a shrewd, tough and sensible person. Indeed Rick Salutin in *The Globe and Mail* accused Sawatsky of the Stockholm syndrome by allowing his involvement with writing about his subject to temper what Salutin thought should have been a root and branch hatchet job.

Other reviewers such as Lysiane Gagnon thought that the book was part of the vulgar Americanizing of Canadian politics. Keyhole politics of the most prurient kind. She suggested that in Quebec and France the only question of interest was competence, not who went to bed with whom. She cannot have read many biographies of late. The idea of the public biography divorced from the life and personality of the person in question surely died many years ago.

Clearly Sawatsky has attempted to show that the conventional picture of the Prime Minister is more complicated than the public image. However, the book also lays great emphasis on the enduring and massive ambition of the Prime Minister, his thin-skinned response to any criticism, and his willingness to shaft anyone who stood in his way. It is hard nevertheless to believe that anyone becomes prime minister who does not have an outsize ego and a fairly ruthless style of politics. Even those who projected a warm and fuzzy image such as Lester Pearson were tough and nasty when they thought they had to be.

Moreover the focus on the personal ambition of the Prime Minister and on the detailed account of how he realized that ambition means that Sawatsky really does not discuss the significance to Canada of Conservative politics in this period. He notes that the Prime Minister is uninterested in the discussion of ideas but then joins with his subject in dismissing any analytic approach. One might argue that this is unfair to the author because his purpose was to write an extended journalistic account of the rise of Mulroney up to his election in 1984 and not to engage in political or historical analysis. Fair enough. But I think Sawatsky regards the book as more than a 557-page newspaper article. In that sense the aim has not been realized.

For instance, Sawatsky suggests that Mulroney changed from red Tory to right-wing Tory after 1976 purely on the grounds of expediency. Events after 1984 suggest otherwise. This is not to discount expediency, but it would have been useful to have some analysis of the political and economic assumptions of Mulroney and his friends. It may be that the Prime Minister is not interested in the play of ideas but he, like everyone else, has certain assumptions which he accepts and which thus influence governmental policy.

Sawatsky's approach fits in with the personalizing of Canadian politics which has been the vogue for a number of years. In 1984 the media invited us to hate Pierre Trudeau. Now they are inviting us to hate Brian Mulroney. Who will the next saviour be? When will we grow up and understand that politics is, for good reason, a lot more complicated than this? Perhaps this superficiality is, in part, a reflection of the failure of the university community in general to engage itself effectively in the political debates that will shape this decade and beyond.

There are one or two vignettes in the book of interest to the university community. In 1958, when Mulroney was a student at St. Francis Xavier, he became the prime minister of a province-wide model parliament involving both students and sitting MPs. The first item of business he introduced as prime minister was a bill to create a $5 million fund for university scholarships and bursaries. Furthermore in 1960-61 he and Bob Amaron, then vice-president and president respectively of the PC Student Federation, persuaded John Diefenbaker to permit university fees to be a deduction from the income tax. Perhaps when the Secretary of State announces his new student aid policy, he will remember his boss's previous interest in the subject.

Sawatsky has written the most complete account of the Prime Minister's rise to power to date. He and his student assistants have been most assiduous in revealing the facts behind the mythology. There are particularly detailed accounts of his family background, his student career at St. Francis Xavier, Dalhousie and Laval, his career as a lawyer and company president in Quebec, and his assaults on the Conservative leadership in 1976 and 1983.

However, there is a real problem with Sawatsky's approach to documentating his books. He says in the introduction to this one: "It has long been my policy not to reveal who was interviewed and who was not." As a consequence there is not a single footnote to this book. We are invited to take it all on faith. Readers might be much more willing to do that if Sawatsky would deposit his interviews in a library with a ten or twenty year seal on them. Even if we could not judge now, at least historians would eventually be able to judge his use of the materials.

On the other hand the Carleton University School of Journalism should be congratulated for encouraging and supporting this project.

*(Review by Donald C. Savage, Executive Director, CAUT)*

## *How Ottawa Spends: The Politics of Fragmentation 1991-1992*

**Frances Abele (ed.)**
**Carleton University Press, Ottawa, 1991.**

This is the twelfth in this useful if quirky series of annual reports on federal government spending and policy performance published by the School of Public Administration at Carleton University. Like its predecessors it is a series of essays on various aspects of Conservative policy in Ottawa.

The editor, Frances Abele, sets the tone by suggesting that the Conservative government has found itself incapable of addressing the constitutional and economic problems of the country because its is ideologically opposed to the use of federal power. Instead the Tories, she suggests, have to rely on rhetoric, image and deal-making which failed at Meech Lake and have also failed to resolve the economic problems of the country, thus contributing to the widening divisions among Canadians.

She does, however, see a few glimmers of light in the constitutional debate through participatory democracy but "the dominant factions of the Progressive Conservatives in power appear to be at odds with these broad social movements."

She notes that "federal initiatives and federal spending are the traditional glue in the Canadian federation" and that the Conservative government is opposed to both. She shows that the budget of February 1991 was designed simply to continue the path of deficit and debt reduction regardless of the depression. This Included some essentially toothless and silly signs and symbols: — the payment of GST into a Debt Servicing and Reduction Fund when it is obvious that once collected there is no way to tell GST dollars from other tax income.

— the imposition of mandated legislative limits on annual program spending for the next five years which are "...constitutional nonsense" with "...no legal or practical basis for accepting the assurance... ."

But it also had some much more serious aspects, particularly the attack on public service salaries, the expenditure reductions in the environmental Green Plan, the "$100 million grab from the Canadian Jobs Strategy," the cap on research funding and the continued attack on the cash portion of the transfer payments. In the latter case she notes that the move from federally financed programs to ones that are entirely financed by provincial taxes "will lead to a more decentralized, probably more diverse and possibly poorer health care system." Although not noted, this will also exacerbate the decline of Canadian universities which are funded under the same arrangements.

There are a number of articles on the constitution. The editor thinks that they point to a continuation of some type of federalism but beyond that the crystal ball is dark. Alain G. Gagnon disagrees. He thinks that the only possible solution is some form of asymmetrical federalism which is, in his view, highly unlikely to be accepted by English Canada. "In the end," he says, "the only available option for the rest of Canada may be to define its common values around the Charter of Rights and Freedoms...and let Quebec go its own way."

There are a number of chapters which should be of particular interest to the university community. Daiva Stasiulis notes that Canadian Conservatives did not pander to racism as their ideological counterparts did in the United States and Britain although the positive achievements of the Tories in this area were limited.

Leslie Pal analyzes the abortion debate in the context of post-Meech Lake politics. Susan Philips has some perceptive and interesting things to say about the relationships between government and interest groups. Michael J. Prince discusses pension reform and the neoconservative agenda. He thinks it highly likely that Ottawa will try to abdicate its role in pensions to the provinces.

One final thought. It is about time that the Carleton series addressed the full range of university and research funding. Let us hope it does so soon.

*(Review by Donald C. Savage, Executive Director, CAUT)*

## R et D

suite de la page 7

de subventions de contrepartie en vertu duquel le gouvernement fédéral égale la contribution du secteur privé dans le but de financer les conseils subventionnaires;

- l'ajout des subventions de contrepartie au budget des conseils subventionnaires, qui entrera en vigueur plus tard au cours de l'année, comme l'a revendiqué l'ACPU;
- une hausse des crédits de base fédéraux destinés aux conseils subventionnaires devant totaliser presque 3,2 milliards de dollars de 1986-1987 à 1990-1991;
- l'octroi de 240 millions de dollars pour la mise sur pied de 14 réseaux de centres d'excellence auxquels participeront 34 universités et 25 entreprises d'un océan à l'autre;
- l'établissement d'une protection accrue des brevets pour la recherche pharmaceutique;
- la création du Conseil consultatif national des sciences et de la technologie (CCNST), composé de chercheurs, d'industriels et de dirigeants syndicaux conseillant le premier ministre sur des questions relatives à la science et à la technologie et
- l'engagement à octroyer 50 millions de dollars aux universités canadiennes au cours des six prochaines années dans le but de créer un programme de financement de la recherche et de la formation en environnement.

Hélas, ces initiatives n'ont pas beaucoup amélioré la situation générale de la R et D au Canada. Malgré la promesse du premier ministre que l'engagement collectif envers la R & D serait doublé au terme de son premier mandat, la Dépense brute du Canada au titre de la R et D (DRD) ne s'est pas beaucoup modifiée. En 1990, la DRD correspondait à 1,36 p. 100 du Produit intérieur brut, soit la même proportion qu'au moment de l'arrivée des Conservateurs aux commandes du pays en 1984. D'après l'Organisation de coopération et de développement économique, le Canada se retrouve derrière les États-Unis, dont la DRD s'élevait à 2,70 p. 100 en 1990, l'Allemagne (2,82 p. 100) et le Japon (3,04 p. 100).

Par ailleurs, il reste aux Conservateurs à réaliser leur promesse d'accroître en termes réels, en sus de l'inflation, les affectations de crédits aux trois conseils subventionnaires. Depuis 1984, les conseils de recherches surnagent avec un budget inchangé en dollars constants. L'ACPU a calculé que le budget de fonctionnement du CRSNG, notamment, en dollars constants de 1979, a stagné à environ 200 millions de dollars de 1983-1984 à 1989-1990. Dans le cas du CRM et du CRSH, les chiffres en dollars constants de 1979, pendant la même période, sont respectivement d'environ 100 millions de dollars et 40 millions de dollars.

**La solution de l'ACPU**

La Résolution de l'ACPU portant sur la politique scientifique apporte un certain nombre de solutions aux malheurs du gouvernement fédéral en matière de R et D. En vertu de la politique, l'objectif national ultime en R et D est la mise en oeuvre «d'un plan précis visant à atteindre l'objectif d'augmenter à 2,5 p. 100 du Produit national brut les dépenses en recherche du Canada».

Par sa résolution, l'ACPU recommande fortement au gouvernement fédéral de financer les trois conseils subventionnaires en doublant leur budget de base pendant trois ans et en l'indexant par la suite 1,5 fois le rythme de croissance annuelle du Produit national brut. Depuis 1988, le CCNST a recommandé à deux reprises cette solution au premier ministre Mulroney. En outre, le Comité permanent de l'industrie, de la science et de la technologie et du développement régional et du Nord, représenté par tous les partis de la Chambre des communes, a appuyé une hausse du budget des conseils subventionnaires dans le rapport qu'il a rendu public en 1990 et intitulé *Le Canada doit être compétitif.*

Enfin, la Résolution de l'ACPU portant sur la politique scientifique, demande au gouvernement Mulroney de reconnaître que la recherche fondamentale «est essentielle au bien-être du Canada, qu'une telle recherche constitue l'une des responsabilités principales des universités, que les gouvernements continueront probablement à apporter le principal soutien financier à une telle recherche et que le gouvernement fédéral devrait poursuivre et développer son rôle traditionnel et significatif de financement en ce domaine».

**Conclusion**

Jusqu'à ce jour, hélas, le gouvernement fédéral n'a pas réagi positivement à une hausse du financement de la R et D. Ainsi, lorsqu'il a répondu en mai 1991 au rapport *Le Canada doit être compétitif*, il y a opposé de nombreux arguments réfutant les comparaisons aux DRD d'autres pays et soutenant qu'il s'agissait d'un indice inadéquat de la capacité du Canada à produire et à utiliser la science et la technologie. En ce qui concerne la hausse du budget des conseils subventionnaires, le gouvernement a répliqué qu'ils avaient déjà eu droit à des augmentations considérables pendant une période de graves restrictions financières.

Il faut l'admettre, en ces années de compressions budgétaires, il ne sera pas facile d'augmenter le financement fédéral de la R et D. Pourtant, si le gouvernement fédéral considère la R et D comme un «facteur clé» de la compétitivité économique, il doit être prêt à la subventionner en la considérant comme un placement qui rapportera énormément.

# Violence faite aux femmes

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bourses et l'établissement de centres de recherche sur la violence à l'endroit des femmes et sur la violence familiale.

Les projets suggérés ont reçu un appui de principe immédiat de Claude Lajeunesse, président de l'AUCC, de William Winegard, le ministre des Sciences, de Mary Collins, la ministre responsable de la Condition féminine, de Jane Arnold, présidente de la Fédération canadienne des étudiants, du Dr Arthur May, président du CRSNG et de Mme Paule Leduc, présidente du CRSH. Plusieurs associations locales et provinciales de professeurs ont également envoyé des lettres d'appui.

Au printemps dernier, Suzanne Duplessis, députée conservatrice de Québec, a souligné à la Chambre des communes le rôle que l'ACPU avait joué en suggérant la création de centres de recherche sur la violence faite aux femmes.

«Des associations professionnelles, comme l'Association canadienne des professeurs d'université, sont parmi les organismes qui dirigent l'action», a-t-elle déclaré. «Notre gouvernement collabore actuellement avec l'ACPU pour créer des centres d'excellence visant à promouvoir la recherche axée sur les causes fondamentales de la violence faite aux femmes.»

Les centres seront choisis lors d'un concours tenu à la suite d'un appel de propositions lancé à Edmonton à la conférence annuelle de l'Institut canadien de recherche pour l'avancement des femmes tenu en novembre dernier. On annoncera en juin les trois universités choisies.

**Accueil favorable**

Le président de l'ACPU, Fred Wilson, a accueilli l'annonce avec satisfaction. Il s'est déclaré très heureux que le gouvernement fédéral aide les universités à entreprendre des recherches sur ce problème social des plus graves. Il a félicité Pamela Smith pour avoir lancé la campagne en faveur de ces centres de recherche.

Marilyn Taylor, présidente du Comité du statut de la femme de l'ACPU, a fait écho aux paroles de M. Wilson. Elle a souligné que la création de ces centres est un ajout fondamental aux initiatives de recherche visant à éliminer les dangers menaçant la vie et le bien-être des femmes et des enfants et à améliorer la qualité de la vie de tous les membres de notre société.

«Nous applaudissons tous ceux qui ont contribué à concrétiser le projet et Pamela Smith, en particulier, qui a, au nom de l'ACPU, fait preuve de leadership sur cette question», a déclaré Mme Taylor.

Informée de l'annonce, Pamela Smith a remercié toutes les personnes qui avaient appuyé le projet. «La violence à l'endroit des femmes et la violence familiale sont des questions qu'il ne faut pas prendre à la légère. L'annonce du programme mixte du CRSH et de Santé et Bien-être Canada révèle un engagement national pour enrayer ce fléau», a-t-elle déclaré.

«La participation de nombreuses personnes au sein de la collectivité universitaire et de l'extérieur, du Québec et d'ailleurs au Canada, a été nécessaire pour inciter les gens à s'engager et à s'occuper de ces graves questions. Nous sommes reconnaissants à toutes ces personnes et en particulier à la ministre responsable de la Condition féminine pour sa ferme détermination à donner un sens pratique à la campagne «Plus jamais/Never Again» de toutes les manières possibles.

**Projet de bourses**

La création des centres de recherche est la deuxième initiative du gouvernement née des pressions exercées par l'ACPU. La première initiative s'est traduite par un programme de bourses d'été annoncé en novembre 1990 par Mary Collins. Il s'agit d'un programme de formation que le Conseil national de recherches administrera.

En vertu du programme, le CNR offrira une aide financière et une formation axée sur la carrière aux femmes inscrites à des études de premier cycle en sciences et en génie dans des universités canadiennes. Chaque année, on ajoutera au programme au moins 25 candidates de première année. Elles auront droit à une bourse de 10 000 $ la première année, de 12 000 $, la deuxième et de 15 000 $, la troisième.

L'ACPU a de plus appuyé la campagne fructueuse de la députée néo-démocrate de New Westminster-Burnaby, Dawn Black, visant à convaincre le Parlement d'instituer le 6 décembre journée nationale de commémoration des femmes tuées à l'École Polytechnique.

## B.C. meeting cordial

Professor Tom Bell, President of the Confederation of University Faculty Associations of British Columbia (CUFA/BC), and Fred Wilson, President of CAUT, met on Nov. 19 with Dr. Tom Perry, the new Minister of Higher Education for British Columbia.

Professors Bell and Wilson presented CAUT's proposals that post-secondary education (PSE) be recognized in the constitution as a shared responsibility of the federal and provincial governments, and its proposals that an agreement on such arrangements should be accompanied by a parallel deal to settle in a mutually binding way the financial responsibilities of both levels of government for the funding of PSE.

Dr. Perry found the proposals interesting and welcomed the presentation of the case for a continuing federal role in PSE. As a provincial politician in British Columbia he had only rarely had that case presented to him.

Dr. Perry urged CUFA/BC and CAUT to continue their joint lobbying in British Columbia on behalf of the proposals approved at the September, 1991 meeting of CAUT Council. Afterwards, Professor Wilson thanked Professor Bell and CUFA/BC for organizing the joint lobbying effort.

# Anti-violence lobby gets results

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"We applaud the efforts of all those who contributed to this accomplishment and especially thank Pamela Smith who gave leadership to this initiative on CAUT's behalf," said Dr. Taylor.

When advised of the announcement, Pamela Smith expressed appreciation to everyone who had a share in supporting this worthwhile initiative. "Violence against women and family violence are not laughing matters — the announcement of the joint SSHRCC/Canada Health and Welfare program signals national commitment for their eradication," she said.

"Building the commitment to address these grievous issues involved many individuals within and outside the academic community, in Quebec and other parts of Canada. We are grateful to all of them and, especially, to the Minister responsible for the Status of Women for her firm, fully engaged resolve to bring in as many ways as possible, practical meaning to the campaign 'Plus Jamais/Never Again'."

**Scholarship plan**

The establishment of the research centres is the second government initiative resulting from CAUT's lobbying efforts. The first was the creation of the summer fellowship plan announced by Mary Collins in November 1990. The plan involves the creation of a training program to be administered by the National Research Council.

Under the program, NRC will provide both financial assistance and career-related training to women enrolled in undergraduate studies in science and engineering at Canadian universities. Each year, a minimum of 25 first-year applicants will be added to the program. Candidates receive $10,000 the first year, $12,000 in the second, and $15,000 in the third.

In addition, CAUT also supported the successful campaign of Dawn Black, NDP MP for New Westminster-Burnaby, to persuade Parliament to declare Dec. 6 a national day of remembrance for the women who died at École Polytechnique.

# First call for Nominations

### First Call for Nominations

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, Treasurer and three Members-at-large. Nominations are also being sought for election to positions on the three CAUT Standing Committees: Academic Freedom and Tenure — two vacancies; Librarians — two vacancies including the Person Chairing; and Status of Women Committee — two vacancies. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May, 1992.

### Term of Office

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years. The term of office for members of CAUT Standing Committees is three years.

### Nomination Procedure:

Nominations should be sent to: Professor Peter King, Person Chairing, Elections and Resolutions Committee, CAUT, Suite 308, 294 Albert Street, Ottawa, Ontario K1P 6E6

### They should include:

A letter of nomination. A brief statement of why the nominator feels the nominee is qualified to serve. The agreement of the nominee to serve if elected.

A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT) and, for nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Nomination deadlines:

Academic Freedom and Tenure Committee, January 7, 1992

Librarians Committee January 7, 1992

Status of Women Committee January 7, 1992

All other nominations March 31, 1992 if possible

### Description of Positions

*The President*

Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

*The Vice-President*

Responsible, in particular, for relations between CAUT and its staff and, as a senior officer, for assisting the President with his or her responsibilities.

*The Treasurer*

Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

*Committee Members*

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated.

# Première sollicitation de candidatures

### Sollicitation de candidatures

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit: président(e), vice-président(e), trésorier(ière) et trois membres ordinaires de l'ACPU. En outre, nous sollicitons des candidatures à des postes aux trois comités permanents de l'ACPU: deux postes au Comité de la liberté universitaire et de la permanence de l'emploi, deux postes à celui des bibliothécaires dont celui de la présidence, et deux postes au Comité du statut de la femme. Les membres affiliés individuels et les membres associés de l'ACPU ont le droit de présenter des candidatures.

Pour que l'ACPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en mai 1992.

### Mandat

Le mandat du président ou de la présidente, du vice-président ou de la vice-présidente de même que des membres ordinaires du Comité de direction est d'un an. Le mandat du trésorier ou de la trésorière est de deux ans. Le mandat des membres des comités permanents de l'ACPU est de trois ans.

### Méthode de mise en candidature:

Il faut envoyer les candidatures à: M. Peter King, President, Comité des élections et résolutions, ACPU, Bureau 308-294, rue Albert, Ottawa (Ontario) K1P 6E6

### Les pièces suivantes doivent accompagner les mises en candidature:

Une lettre de mise en candidature. Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues. L'accord du(de la) candidat(e) de siéger s'il (ou si elle) est élu(e). Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPU, disponible auprès des associations de professeurs ou de l'ACPU et, pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

### Date limite des mises en candidature

Le Comité de la liberté universitaire et de la permanence de l'emploi le 7 janvier 1992

Le Comité des bibliothécaires le 7 janvier 1992

Le Comité du statut de la femme le 7 janvier 1992

Toutes les autres mises en candidature le 31 mars 1992 si possible

### Description des postes

*Le(la) président(e)*

La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

*Le (la) vice-président(e)*

La personne élue est responsable, en particulier, des relations entre l'ACPU et son personnel et, en tant que dirigeant supérieur, elle aide le(la) président(e) à s'acquitter de ses responsabilités.

*Le (la) trésorier(ière)*

La personne élue est responsable de la préparation des budgets provisoires et des états financiers et veille à ce qu'un contrôle adéquat soit maintenu pour assurer l'intégrité financière de l'Association.

*Les membres des comités*

Les candidats à des postes aux comités permanents doivent posséder une expérience considérable dans le champ de responsabilité du comité pour lequel leur candidature est proposée.

# Alliance for Ont. Universities launches awareness campaign

By Mark J. Langdon

On Nov. 4, the Alliance for Ontario Universities, a new university advocacy group, held a press conference at the Ontario Legislature to underscore the contributions of universities to the province's economy.

The Alliance revealed the findings of a $30,000 study, which indicate that universities provide $6.2 billion a year for the economy and supply 138,000 jobs, some 70,000 on campus and the rest in related fields.

Janet Napper, Executive Director of the Alliance, noted that "for every dollar the government invests in higher education, our universities generate three dollars." Tax revenues alone to both the provincial and federal governments add up to nearly $1.25 billion.

In addition to these economic benefits, the study iodicated that universities assist their local communities in a variety of related ways, including outreach programs, adult education, environmental research and charitable giving.

The report noted that other groups in society also benefit from universities' efforts. Visible mioorities, women and native people benefit through special programs to encourage their attendance at university. Young people are also assisted through many universities' summer science and technology programs.

In an introductory brochure, the Alliance notes that "without healthy universities, we lose our capacity to innovate, our ability to adapt, our power to compete and cooperate." The brochure also notes that universities "are not as healthy as they once were or as they should be. Classrooms are overcrowded. Labs and libraries are understocked and understaffed."

The Alliance's stated purpose is "to carry a message to all Ontarians — to show them how universities enrich their lives; to transform their view of universities; and to earn their support in seeking the resources universities need to serve Ontario properly through these changing times."

The new group is an organization of volunteers, backed by a small support staff. Its structure is threefold. First, nine well known members from the business, labour and service sector and from universities comprise a "Founder's Council."

This group is actively recruiting members for the Alliance's second structure, a province-wide association of individuals concerned about universities. Finally, cities with universities will have "Community Committees," composed of selected community leaders "who reflect the distinct culture and composition of each city."

The Alliance "will enlist the support of unions, business and professional associations, parents, ethnic organizations, service clubs, Francophones, politicians and the media, as well as individual Ontarians."

Napper noted that the Alliance is currently funded by a two-year seed grant from the Council of Ontario Universities (COU), a grant that will expire in June of 1992. Peter George, head of the COU, is a member of the Founders Council.

The new group is the most recent attempt by Ontario's universities and their supporters to put a human face on universities and to campaign for more funding from the provincial government. Further to this theme, the group has written to Premier Bob Rae, requesting a meeting to discuss long-term financial issues. There is some concern about the need for a meeting soon, since the government is expected to announce its level of operating grants for the next academic year by mid-December.

### New copyright agreement in Ontario

On Aug. 1, Ontario's Ministry of Education aod the Canadian Reprography Collective (CANCOPY) signed an agreement licensing copying in the K-I2 sector. The agreement is for a one-year (renewable for a second year) and calls for a payment of $2 million by the Ontario government to CANCOPY. Essentially, both sides have agreed to honour tbis agreement for its term but will enter new negotiations after Phase II of federal copyright legislation is enacted.

Both Bob Kerr of CAUT and Bill Graham of OCUFA expressed some concern about the timing of the agreement in light of the fact tbat the federal government has not enacted Phase II of copyright reform. CAUT has been vigorously lobbying the federal Minister of Communications, and Kerr feels that provincial agreements, such as the one in Ontario, may take pressure off the federal government with respect to this important issue.

### CMEC to develop mission statement

John Gogo, Alberta's Minister of Advanced Education and current Cbair of the Council of Ministers of Education, Canada (CMEC) announced that tlie council is developing a mission statement for the country's education systems. Gogo noted: "Since education is critical to the country's social well-being and economic prosperity, it is important that the provinces and territories, working through the CMEC, develop a common mission for education that reflects their goals. In the lifelong process of educatioo, government is only one of many partners. There will be extensive coosultation on this initiative. Preliminary meetings will begin soon on the mission statement and the development of the consultation process that will be recommended to ministers."

### $30 million for new buildings for UBC

Shortly before the B.C. election, then Minister of Advanced Education Peter Dueck announced funding for two new buildings at the University of British Columbia. UBC received $12 million for the design of an addition to the Neville Scarfe Building at the Faculty of Education. The new facility will consolidate office and teaching space, currently in 19 locations on campus, into one 36,000 square foot building.

Second, UBC received $18 million for the construction of a new Centre for Integrated Computer Systems Research. The new facility, to be used by the faculties of Computer Science and Electrical Engineering, is expected to be completed by the spring of 1993.

### New advanced education ministers

Following recent general elections in British Columbia and Saskatchewan, Canada has two new advanced education ministers. Last Nov. 5 Dr. Thomas Perry was sworn in as B.C.'s new minister of advanced education, training and technology, at a ceremony held at the University of Victoria. Prior to his election as a Vancouver-area MLA, Dr. Perry was an instructor at UBC.

Later in November Saskatchewan's new NDP Premier Roy Rowmanow named Saskatoon River Height MLA Carol Teichrob as education mioister. Before her election to the Saskatchewan Legislature this year Ms. Teichrob had served six years as a member of the University of Saskatchewan Senate.

# L'Alliance for Ontario Universities lance une campagne de sensibilisation

par Mark J. Langdon

L'Alliance for Ontario Universities, un nouveau groupe militant pour la défense des universités, a tenu le 4 novembre dernier une conférence de presse à l'assemblée législative de l'Ontario. Cet événement avait pour but de souligner l'apport des universités à l'économie de la province.

L'Alliance a divulgué les conclusions d'une étude menée au coût de 30 000 $. D'après l'étude, les universités injectent 6,2 milliards de dollars dans l'économie et fournissent 138 000 emplois, dont 70 000 sur les campus et le reste dans des domaines connexes.

La directrice générale de l'Alliance, Janet Napper, a fait remarquer que pour chaque dollar que le gouvernement investit dans l'enseignement postsecondaire, les universités en génèrent trois. À elles seules, les recettes fiscales versées aux deux paliers de gouvernement totalisent près de 1.25 milliards de dollars.

Outre ces avantages économiques, l'étude révèle que les universités aident de diverses façons les collectivités qu'elles desservent grâce notamment à des programmes d'extension, l'éducation aux adultes, la recherche sur l'environnement et les dons de charité.

D'après le rapport, d'autres groupes de la société profitent également des initiatives des universités. En effet, elles rejoignent les minorités visibles, les femmes et les autochtones au moyen de programmes particuliers qui les encouragent à fréquenter l'université. De nombreux programmes d'été axés sur les sciences et la technologie sont offerts aux jeunes.

Dans un document d'introduction, l'Alliance signale que des universités en mauvaise santé ne nous permettent pas d'innover, de oous adapter et nous privent du pouvoir de collaborer et d'être compétitifs. On fait remarquer dans le document que la situation des universités n'est plus aussi rose qu'avant ou qu'elle devrait l'être. Les classes sont surpeuplées, les laboratoires et les bibliothèques sont sous-équipés et manquent de personnel.

L'objectif précis de l'Alliance est de livrer un message à tous les Ontariens, à savoir leur montrer comment les universités enrichissent leur vie, modifier l'image qu'ils se font d'elles et gagner leur appui pour trouver les ressources dont elles ont besoin pour les servir convenablement à une époque où tout évolue rapidement.

Le nouveau groupe se compose de bénévoles aidé d'un personnel de soutien modeste et est structuré en trois paliers. Il y d'abord le Conseil des fondateurs, formé de neuf membres bien connus, recrutés dans le secteur des affaires, du mouvement syndical et des services ainsi que dans les universités.

Le Conseil des fondateurs recrute activement des membres qui composeront le deuxième palier de l'Alliance et qui consistera en une association proviociale regroupant des personnes intéressées au sort des universités. Enfin, les villes où est située une université seront dotées de comités communautaires composés de dirigeants choisis du milieu et reflétant le caractère distinct de chaque ville.

L'Alliance s'assurera le concours de syndicats, d'associations d'affaires et professionnelles, de parents, d'organismes ethniques, d'associations de services, de francophones, de politiciens et des médias ainsi que d'Ontariens.

Mme Napper a souligné que le Conseil des universités de l'Ontario a versé à l'Alliance une subvention de démarrage de deux ans qui viendra à échéance en juin 1992. Peter George, le président du Conseil des universités de l'Ontario est membre du Conseil des fondateurs de l'Alliance.

La création du groupe est la plus récente initiative des universités ontariennes et de leurs partisans visant à tenter d'humaniser les universités et à obtenir davantage de crédits du gouvernement provincial. Le groupe a également écrit au premier ministre Bob Rae pour lui solliciter une rencontre où il sera question de financement à long terme. Le groupe voudrait une rencontre prochainement puisque l'on s'attend à ce que le gouvernement annonce d'ici la mi-décembre le niveau des subventions de fonctionnement pour la prochaine année universitaire.

### Une nouvelle entente de droit d'auteur en Ontario

Le 1er août dernier, le ministère de l'Éducation de l'Ontario et la société de gestion collective Canadian Reprography Collective (CANCOPY) ont ratifié une entente permettant la reprographie dans les secteurs élémentaire et secondaire. D'une durée d'un an, l'entente est renouvelable pour une deuxième année et prévoit que le gouvernement de l'Ontario versera 2 millions de dollars à la CANCOPY. Les deux parties sont convenues de respecter l'eotente pendant sa durée et entameront de nouvelles négociations après la promulgation de la Partie II de la loi fédérale sur le droit d'auteur.

Bob Kerr, de l'ACPU, et Bill Graham, de l'UAPUO, se sont déclarés inquiets du moment choisi pour conclure l'entente étant donné que le gouvernement fédéral n'a pas encore promulgué la Partie II de la réforme sur le droit d'auteur. L'ACPU exerce d'intenses pressions auprès du ministre fédéral des Communications et M. Kerr estime que les ententes provinciales à l'instar de celle conclue en Ontario risquent d'amener le gouvernement fédéral à accorder moins d'importance à la question.

### Le CMEC élabore un énoncé de mission

John Gogo, le ministre de l'enseignement supérieur de l'Alberta et le président du Conseil des ministres de l'Éducation, Canada (CMEC) a annoocé que ce dernier était en train d'élaborer un énoncé de mission pour les systèmes d'éducation du pays. M. Gogo a fait remarquer qu'il importait que les provinces et les territoires, par l'entremise du CMEC, mettent au point une mission commune pour l'éducation reflétant leurs objectifs puisque l'éducation est essentielle au bien-être social et à la prospérité économique du pays. Il a ajouté que l'éducation, qui dure toute une vie, a de nombreux partenaires, dont le gouvernement. De vastes consultations se tiendront sur le projet. Les audiences préliminaires débuteront bientôt sur l'énoncé de mission et sur l'élaboration du processus de consultations qui sera recommandé aux ministres.

### Octroi de 30 millions de dollars à l'UBC

Peu de temps avant les élections provinciales, Peter Dueck, alors ministre de l'enseignement supérieur en Colombie-Britannique, a annoncé l'octroi de fonds pour la construction de deux nouveaux édifices à l'Université de la Colombie-Britannique. Elle a d'abord reçu 12 millions de dollars pour la conception d'un ajout à l'édifice Neville Scarfe abritant la faculté d'éducation. Le nouvel édifice, de 36 pieds carrés, regroupera les bureaux et les salles de cours de la faculté qui est actuellement répartie à 19 endroits sur le campus.

L'UBC a ensuite reçu 18 millions de dollars pour la construction d'un nouveau centre de recherche intégrée en informatique. Le nouvel édifice, qu'utiliseront les facultés de sciences informatiques et de génie électrique, devrait être terminé au printemps 1993.

### Élection de nouveaux ministres de l'enseignement supérieur

Deux nouveaux ministres de l'enseignement supérieur ont été récemment élus en Saskatchewan et en Colombie-Britannique à la suite des élections tenues dans ces deux provinces. Ainsi, le 5 novembre dernier, M. Thomas Perry a été assermenté au titre de ministre de l'enseignement supérieur, de la formation et de la technologie de la Colombie-Britannique lors d'une cérémonie à l'Université de Victoria. Avant d'être élu député de la région de Vancouver, il était instructeur à l'UBC.

Puis, plus tard au cours du mois de novembre, le nouveau premier ministre néo-démocrate de la Saskatchewan, M. Roy Romanow, a nommé Mme Carol Teichrob, députée de Saskatoon River Height, au poste de ministre de l'éducation. Avant d'être élue cette année à l'assemblée législative de la Saskatchewan, Mme Teichrob siégeait depuis six ans au sénat de l'Université de la Saskatchewan.

## CAUT CALENDAR

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|---|---|
| COOP Executive | Jan. 15 |
| CAUT Executive | Jan. 15-16 |
| COOP Board | Jan 17 |
| CAUT Council | Jan. 18-19 |
| Academic Freedom & Tenure | Mar. 13-15 |
| Status of Women | Mar. 13-14 |
| Librarians | Mar. 13-14 |
| Executive | Mar. 20-21 |
| Grievance Officers Conf. (Montreal) | Mar. 27-29 |

# CLASSIFIEDS/ANNONCES CLASSÉES

## CAUT/ACPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la reception des demades avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncées dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraitre une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énoncant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des aborigènes, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

*As a service to CAUT members interested in positions available in other countries, the* ***Bulletin*** *accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 – 14th. St. N.W., Washington, DC 20005; tel: 202-737-5900.*

*Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél:(202) 737-5900.*

### ACCOUNTANCY

**CONCORDIA UNIVERSITY, MONTREAL, CANADA, Department of Accountancy** is inviting applications for tenure-track positions in financial accounting, auditing, and accounting information systems. Rank and Salary are open and commensurate with the qualifications and experience. Ph.D, DBA or ABD (at the final stages) is required. Professional designation is a plus. Research is strongly encouraged and supported. Department of Accountancy with 30 positions is one of the largest in Canada and the North America. Faculty of Commerce and Administration, with 120 full-time professors caters to 5,500 undergraduate and 800 graduate students. A Ph.D. program is also offered jointly with three other local universities. In accordance with the Canadian immigration requirements, priority will be given to qualified Canadian citizens and permanent residents. We take pride in the pursuit of our employment equity objectives and encourage qualified women, aboriginal people, other minorities and disabled persons to consider this opportunity. Please send resume to: Dr. Farhad Simyar, Chairman, Department of Accountancy, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada.

**UNIVERSITY OF WATERLOO, School of Accountancy.** Applications are invited for faculty position from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing, (5) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1992 or by arrangement. Appointments available until positions filled. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of the visible minorities, native peoples, and persons with disabilities.

### ADMINISTRATIVE STUDIES

**THE UNIVERSITY OF WESTERN ONTARIO, Faculty of Social Science.** Applications are invited for a limited-term appointment beginning July 1, 1992. A PhD in a Social Science discipline or Administrative Studies and a demonstrated commitment to research are required. Rank, salary and length of appointment will depend on qualifications and experience. The position offers an opportunity for teaching and research in an interdisciplinary administrative studies framework within a Faculty of Social Science. The centre offers courses in such areas as human resource management, information studies management accounting, organizational behaviour, organizational theory, public/business administration, technology and change, and women in management. Applications (with curriculum vitae and the names of three referees who have been requested to forward letters of reference) should be sent to Professor I. Peter Sulle, Director, Centre for Administrative and Information Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Completed applications should be received by February 1, 1992. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

### ANAESTHESIA

**BRITISH COLUMBIA'S CHILDREN'S HOSPITAL, VANCOUVER, BC, Associate Professor, Department of Anaesthesia.** The University of British Columbia and the British Columbia Children's Hospital are seeking an academic anaesthetist for the Department of Anaesthesia at BC Children's Hospital, Vancouver, BC. BC Children's Hospital, affiliated with the University of British Columbia, provides comprehensive care to infants and children of the province. While the primary emphasis is on the provision of tertiary care services in all the major surgical and medical subspecialties, other levels of care are provided to fulfil the teaching and community responsibilities of the hospital. The individual we seek will be expected to provide exemplary clinical care, to participate in teaching programs and have a demonstrated capacity as an investigator. Applicants should have attained national stature in their field and should demonstrate a record of achievement in scholarship and clinical service. This is a full-time tenure track position and is subject to final budgetary approval. Salary and academic rank will be commensurate with qualifications and experience. Anticipated start date is January 1, 1992. UBC encourages qualified women and minority applicants, in accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Interested applicants should forward a letter of application and curriculum vitae by December 31, 1991 to: Dr. K. W. Tunbull, Acting Head, Department of Anaesthesiology, Faculty of Medicine, Vancouver General Hospital, Laurel Pavilion, 910 West 10th Ave., Vancouver, B.C. V5Z 4E3.

### ANATOMY

**UNIVERSITY OF SASKATCHEWAN; Gross Anatomist and Cell Biologist.** The Department of Anatomy, College of Medicine, University of Saskatchewan, Saskatoon, Canada invites applications for two tenure-track faculty appointments at the rank of Assistant Professor. One appointee will have teaching experience in medical gross anatomy and ideally neuroanatomy. A second appointee will participate in the cell biology and histology teaching programs of the Department and preference will be given to candidates with broad experience in tissue culture methodology. Applicants for both positions must have post-doctoral experience and progressive research programs in any area of the anatomical sciences. The successful candidates will be expected to actively contribute to graduate courses and training in their area of research specialty. The appointments are subject to budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity. An application, including curriculum vitae, names of three referees, and a statement of proposed research and previous teaching experience should be submitted by December 31, 1991 to: Dr. G.O. Burkholder, Department of Anatomy, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 Canada.

### ANATOMY & CELL BIOLOGY

**UNIVERSITY OF ALBERTA: The Department of Anatomy and Cell Biology in the Faculty of Medicine** at the University of Alberta invites applications for 4 to 6 faculty positions. Applicants should have research expertise in cell or developmental biology, in molecular biology relating to problems in cell function, or in cellular or molecular neurobiology. Applicants should have proven records of research achievement and will be eligible for funding by the Alberta Heritage Foundation for Medical Research. Candidates should be capable of teaching graduate courses in cell or developmental biology or medical school courses in cell biology/histology or medical gross anatomy. Positions are available at the levels of Assistant Professor ($38,955 - $55,755), Associate Professor ($48,083 - $70,331), and full Professor ($60,083 and up). Successful candidates will be encouraged to carry on independent research programs, but will also have the opportunity for collaborative interactions with several multidisciplinary research groups within the University. Deadline for receipt of applications is February 28, 1992. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please submit a curriculum vitae, a summary of research interests, and the names of four referees to Dr. Richard A. Murphy, Professor and Chairman, Department of Anatomy and Cell Biology, Faculty of Medicine, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

### ANIMAL SCIENCE

**McGILL UNIVERSITY - MACDONALD CAMPUS:** Research Associate needed to coordinate, execute and initiate research projects in silage fermentation chamistry and microbiology. A major component of the activity involves the use of cannulation techniques to study ruminant digestion and nutrient absorption. Qualifications include: A Ph.D. in ruminant nutrition, with at least one year post-doctoral experience, and specialization in the physiology of digestion; skills in statistical analyses and computerised management of data; proven skills in laboratory techniques such as ion exchange chromatography, GLC, spectrometry and enzymology. Excellent skills in written and oral communication and fluency in English with a working knowledge of French are among the qualifications. The terms of employment are full-time, for a minimum of three (3) years, commencing January 1, 1992. Salary will be commensurate with experience and training ($26,000-$30,000 per year). Send curriculum vitae, transcripts and three letters of recommendation to: Dr. Leroy E. Phillip, McGill University (Macdonald Campus), Department of Animal Science, 21,111 Lakeshore, Ste-Anne-de Bellevue, Québec, Canada H9X 1C0. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

### ANTHROPOLOGY

**McGILL UNIVERSITY, Department of Anthropology.** Applications are invited for a full-time limited-term appointment at the Assistant Professor level, from September 1, 1992 to May 31, 1993 (pending budgetary approval). Applicants should have the Ph.D. in hand. We are seeking a social anthropologist. Topical and area specializations are open, but expertise in gender studies, development, or Latin America would be an asset. Duties will include the teaching of four one-semester courses, including one graduate seminar (topic open) and three undergraduate courses. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. We encourage applications from all qualified candidates, including women, members of ethnic minorities, and persons with disabilities. Applicants should send, as soon as possible, a curriculum vitae, names and address of three referees, and a sample of recent writing to Professor Jérôme Rousseau, Chair, Department of Anthropology, McGill University, 855 Sherbrooke Street West, Montréal, Québec, Canada, H3A 2T7. The deadline for the receipt of applications is February 1, 1992.

**McGILL UNIVERSITY, Department of Anthropology.** Applications are invited for a full-time limited-term appointment at the Assistant Professor level, from September 1, 1992 to May 31, 1994. There is a possibility of a further two year renewal. Applicants should have the Ph.D. in hand. We are seeking an archaeologist with a strong background in theory. Topical and area specializations are open, but applications are encouraged from candidates with a background in biological anthropology or expertise in East Asia. Duties will include the teaching of four one-semester courses, including one graduate seminar (topic open) and three undergraduate courses. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. We encourage applications from all qualified candidates, including women, members of ethnic minorities, and persons with disabilities. Applicants should send, as soon as possible, a curriculum vitae, names and address of three referees, and a sample of recent writing to Professor Jérôme Rousseau, Chair, Department of Anthropology, McGill University, 855 Sherbrooke Street West, Montréal, Québec, Canada, H3A 2T7. The deadline for the receipt of applications is February 1, 1992.

**THE UNIVERSITY OF BRITISH COLUMBIA, Department of Anthropology and Sociology:** There may be opportunities for sessional teaching in Anthropology in the Department of Anthropology and Sociology, U.B.C., during the coming year September 1, 1992 to April 30, 1993. The following specializations are required: Women's Studies, First Nations Studies, Ethnography of Southeast Asia, or a combination of the above. Candidates should have Ph.D. degree or teaching experience at the time of appointment. Salary commensurate with experience. Please submit applications, including current curriculum vitae by January 15, 1992, to Dr. Richard Pearson, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C. V6T 2B2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia encourages qualified women and minority applicants.

**UNIVERSITY OF WINNIPEG: The Department of Anthropology,** University of Winnipeg, invites applications for a tenure track position in archaeology to commence September 1, 1992 — regional and technical specialization open. The department is undergraduate and consists of six full time faculty with research interests in archaeology, osteology, cultural anthropology and primatology. Research laboratories and major collections are maintained in all of these areas. Subject to budgetary approval, the appointment is expected to be at the Assistant Professor level. However, in an exceptional circumstance, a more senior appointment may be possible. Salary will be commensurate with qualifications. Please send your application, vitae, and name of three referees by January 1, 1992 to: Chair, Personnel Committee, Department of Anthropology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

**DALHOUSIE UNIVERSITY: Anthropology.** Applications are invited for two tenure-track positions at the rank of Assistant Professor commencing July 1, 1992. For one position we are seeking candidates with an interest in problems of social justice from an anthropological and/or sociological perspective with a special emphasis on gender and minority groups. Candidates for the other position will have an interest in development, gender and work in comparative perspective. Applicants should hold a Ph.D. in Anthropology or Sociology. Application, current curriculum vitae and the names of at least three referees should be sent to Richard Apostle, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 1T2. Applications will be accepted until January 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples (especially Micmacs), visible minorities (especially people of Black African descent indigenous to Nova Scotia), and persons with disabilities.

**UNIVERSITY OF TORONTO - SCARBOROUGH CAMPUS - Anthropology:** Applications are invited for a three year contractually limited position in Physical Anthropology at the Assistant Professor or Lecturer level, commencing 1 July 1992. Teaching responsibilities will include introductory courses and one or more of the following: forensic studies, human palaeology, human adaptability. PhD or near completion is required. Salary will be commensurate with qualifications. Applications, including curriculum vitae and the names of three referees should be submitted by 31 January 1992 to: Professor E. C. Relph, Chair, Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

**OKANAGAN COLLEGE, the University College of the Okanagan,** invites applications for a continuing position effective August 1, 1992 in the area of Linguistic Anthropology. The successful candidate will help develop the Anthropology major program, to be offered in association with the University of British Columbia, and must be committed to both scholarly activity and post-secondary education. The successful candidate will be expected to teach introductory courses in physical and cultural anthropology, as well as upper level undergraduate courses in linguistic anthropology. Candidate should hold a Ph.D. in the discipline. Salary range is $41,020 - $58,940 per annum (based on 1991/92 Salary Scale). Placement on the salary scale is dependent upon qualifications and experience. Inquires of an academic nature should be addressed to Dr. Naomi McPherson, Chairperson of the Selection Committee, Department of Anthropology and Sociology. Interested candidates should submit a curriculum vitae and the names of three references to be sent to the Personnel Department, Okanagan College, 1000 K.L.O. Road, Kelowna, B.C., V1Y 4X8. The closing date for applications is January 31, 1992. Please refer to competition number 96FAC91 upon application.

### APPLIED SOCIAL SCIENCE

**CONCORDIA UNIVERSITY, Department of Applied Social Science,** invites applications for a tenure stream appointment at the rank of Assistant to begin August 1, 1992. The Department is seeking a person with a relevant doctoral degree,


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human relations and laboratory education training, and practical experience in social intervention (personal and systems change in groups, organizations and communities). The successful candidate will have a demonstrated competence in applied research and publication. Candidates should be competent in an experiential, applied approach to teaching and learning and have the ability to communicate in French. Applied Social Science is a multidisciplinary Department which offers courses in interpersonal and group dynamics, group leadership, social intervention, individual change through adolescence and adulthood, counselling, organizational and community development. The current faculty members of the Department represent the professions of adult education, applied behavioral science, communications, psychology, counselling and social work. Department faculty are also member of the Centre for Human Relations and Community Studies which offers consultation and training services for organizations and community groups outside the University. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Application deadline: Send curriculum vitae and three letters of reference by February 1, 1992 to: Dr. Richard Cawley, Chair, Department of Applied Social Science, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8.

### APPLIED STUDIES

**ATHABASCA UNIVERSITY: Assistant professor, Applied Studies (Three year term appointment) Fort McMurray, Alberta.** Athabasca University is seeking an Assistant Professor in Applied Studies to teach undergraduate students in the fields of psychology, communications, and organizational behaviour. The successful applicant will be based in Fort McMurray as part of the University's collaborative degree program with Keyano College. The person appointed should hold (or be near completion of) a Ph.D. in a related discipline such as psychology, communications, or organizational behaviour. Candidates with a master's degree and relevant experience and or professional education may be considered. Athabasca University actively develops and maintains an environment which supports equitable working conditions for members of groups traditionally under-represented in universities. Applicants should forward a letter of application, curriculum vitae, samples of recent writing, and names of three references to, Michael T. Balaski, Director, Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta, T9S 2R0. The competition will remain open until a suitable candidate is appointed. Further information about this position or about Athabasca University can be obtained from Dr. Stephen Murgatroyd, Dean of Administrative Studies at 403-675-6197.

### ART EDUCATION

**NOVA SCOTIA COLLEGE OF ART AND DESIGN** - (1) An initial three-year appointment at the rank of Assistant or Associate Professor, (2) a one-year Limited Term Appointment (Sabbatical replacement). (Contracts to commence July 1, 1992). Some combination of undergraduate (theory-methods and electives) and graduate level teaching, supervising student-teachers, and advising graduate theses. A Master's or Doctor's degree in Art Education and substantial public school teaching experience is required. Strong background in Sociology, Psychology, or Exceptional Learners/Art Therapy is desirable. Salary is dependent upon qualifications and accorded by the College salary grid. Deadline for application: January 15, 1992. Send letters of application, Curriculum Vitae, academic transcripts and letters of reference to: Scott MacDougall, Dean, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. In accordance with Canadian Immigration regulations, this notice is directed to Canadian citizens and permanent residents of Canada. Applications from female candidates are particularly welcome.

### ART HISTORY

**THE UNIVERSITY OF CALGARY Department of Art** invites applications for an Assistant Professor (tenure-track) effective July 1, 1992, in Late Modern/Contemporary Art History. PhD or ABD required. In addition to teaching within the area of specialization, the successful applicant should be prepared to teach survey courses and to work with graduate students in the MFA program. Some experience in art theory or willingness to develop courses in art theory would be an advantage. Salary commensurate with qualifications and experience (current minimum $37,395). In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applicants should send a detailed curriculum vitae, and the names and addresses of three referees by March 2, 1992 to: Professor Eric Cameron, Head, Department of Art, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada, T2N 1N4; Telephone (403) 220-6260.

### AUSTRALIAN STUDIES

**AUSTRALIAN STUDIES ASSOCIATION OF NORTH AMERICA (ASANA):** At a meeting at Penn State University in November 1990, the Australian Studies Association of North America (ASANA) was born. The new interdisciplinary organisation is intended to pursue international, fraternal and scholarly objectives within the Canadian and American academic and professional communities. An interim convening executive committee was established with a mandate to move the organisation into operation as soon as possible. Individuals who wish information about ASANA or wish to be placed on the mailing list for ASANA's newsletter are invited to contact Dr. Robert J. Williams, Department of Political Science, University of Waterloo, Waterloo, Ontario N2L 3G1.

### BIOLOGY

**QUEEN'S UNIVERSITY, Department of Biology.** A research associate position is available for studies concerning the regulatory mechanisms and molecular properties of key enzymes of plant carbohydrate metabolism. Candidates should hold a doctoral degree in plant biochemistry/physiology and have an established background in protein purification and chemical modification, enzymology, spectrophotometry and fluorescence spectroscopy (related to the determination of protein structure). Postdoctoral experience in the areas mentioned above is required. Familiarity with tissue culture, radioisotope methodology, FPLC/HPLC, enzyme kinetics and immunological techniques is desirable. Stipend is $22-26,000 p.a. depending on experience. This is a two year position with review at the end of the first year. Closing date: Jan. 6, 1992. The appointment will be made as soon as possible thereafter. Please send a curriculum vitae with the names of references, and relevant reprints/preprints to: Dr. William C. Plaxton, Department of Biology, Queen's University, Kingston, Ontario K7L 3N6; Telephone: (613) 545-6150; FAX: 613/545-6617. Queen's University has an employment equity programme and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities and visible minorities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**UNIVERSITY COLLEGE OF CAPE BRETON, Biology.** Applications are invited for a tenure track position at the Assistant Professor level in the Department of Mathematics and Natural Sciences (Biology Sub-department). The appointment will be effective July 1, 1992, subject to budgetary approval. Candidates are required to have a Ph.D. The successful candidate will be expected to participate enthusiastically in undergraduate teaching and conduct independent research. Responsibilities will include courses in molecular biology. Salary will be commensurate with qualifications and experience. Send letter of application, curriculum vitae (including a statement of research interests), post-secondary transcripts; three letters of reference; and other supporting materials to Dean Donald Fewer, Executive Director of Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Applications deadline is January 15, 1992. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University College of Cape Breton is an equal opportunity/affirmative action employer and has a "smoke-free" policy.

**CONCORDIA UNIVERSITY: Chair, Department of Biology.** Applications and nominations are invited for the position of Chair of the Department of Biology, Concordia University. The department is one of twenty-six departments and five colleges in the Faculty of Arts & Science and offers an undergraduate and graduate program. There are twenty-six full-time faculty, a number of part-time instructors, and approximately 600 undergraduate, 46 graduate, and 56 graduate diploma students. The department places a strong emphasis on research within the broad range of biological sciences. Current areas of specialization include Cell and Molecular Biology, Ecology, Evolution and Behaviour, Plant Biochemistry and Biotechnology, and Ecotoxicology. Candidates for the position of Chair should have extensive academic and research experience in one of the areas of concentration presently supported by the department. Demonstrated administrative ability and an aptitude to develop all aspects of academic life within the department is essential. A working knowledge of French is desirable. The position is at the rank of Associate or Full Professor. Candidates should send their applications and their Curriculum Vitae to Dr. C.L. Bertrand, Dean, Faculty of Arts & Science, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec H4B 1R6. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.

### BOTANY

**UNIVERSITY OF BRITISH COLUMBIA: The Department of Botany** at The University of British Columbia is seeking applications to fill a tenure track position. Preference will be given to Bryologists, Phycologists or Mycologists whose research interests emphasize biodiversity, systematics, evolution, or evolutionary ecology. Candidates for this position must have a Ph.D. degree and published evidence of research ability. The successful candidate will be expected to develop a rigorous research program and should be an enthusiastic and competent teacher. The successful candidate will be expected to contribute to teaching introductory and upper level botany courses. The expected date of appointment is July 1, 1992 (or as negotiated). Application deadline is February 29, 1992 or until such time as suitable candidates are identified. Applicants should send a curriculum vitae, selected reprints, a statement of research interests and have at least three letters of reference sent to: Dr. David H. Turpin, Head, Department of Botany, University of British Columbia, #3529 - 6270 University Blvd., Vancouver, B.C. Canada, V6T 1Z4. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC encourages qualified women and minority applicants. The position is subject to final budgetary approval.

**UNIVERSITY OF BRITISH COLUMBIA: The Department of Botany** at The University of British Columbia is seeking applications to fill a tenure track position in the area of Developmental Botany. Preference will be given to individuals employing a variety of approaches (molecular, genetic, cytological) to fundamental problems in plant development. Candidates for this position must have a Ph.D. degree and published evidence of research ability. The successful candidate will be expected to develop a rigorous research program and should be an enthusiastic and competent teacher. The successful candidate will be expected to contribute to teaching introductory and upper level botany courses. The expected date of appointment is July 1, 1992 (or as negotiated). Application deadline is February 29, 1992 or until such time as suitable candidates are identified. Applicants should send a curriculum vitae, selected reprints, a statement of research interests and have at least three letters of reference sent to: Dr. David H. Turpin, Head, Department of Botany, University of British Columbia, #3529 - 6270 University Blvd., Vancouver, B.C. Canada, V6T 1Z4. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC encourages qualified women and minority applicants. The position is subject to final budgetary approval.

**UNIVERSITY OF TORONTO: Department of Botany - Assistant Professor in Applied Ecology.** Applications are invited for a tenure-track position in Applied Ecology at the Assistant Professor level tenable from July 1, 1992. We are seeking applicants whose research interests are in one or more of the following areas: biodiversity and plant conservation, pollution ecology, renewable resources, vegetation and climate change or agricultural ecosystems. The successful applicant will be expected to establish an active research programme, demonstrate good teaching ability, which includes contributing to courses in terrestrial field biology, and to participate in developing interdisciplinary programmes in teaching and research. Further information may be obtained from Ms. M.A. Schafer at the address / FAX given below. A curriculum vitae, a statement of research and teaching interests and three letters of recommendation should be received no later than January 31, 1992 by Dr. J.A. Hellebust, Chairman, Department of Botany, University of Toronto, 25 Willcocks Street, Toronto, Ontario, Canada M5S 3B2; Telephone (416)978-3537; FAX (416)978-5878. The University of Toronto encourages both women and men to apply for this position.

### BUSINESS

**McGILL UNIVERSITY, Faculty of Management:** Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, International Business, Marketing, MIS, Organizational Behaviour, and Policy. Salary and rank will be commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full-time faculty and offers B.Comm, MBA, and Ph.D. degrees. Apply in writing to Prof. Morty Yalovsky, Associate Dean - Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 30, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Chair in International Business - Department of Marketing and International Business, School of Commerce & Economics and Graduate School of Business (Vacancy UAC-91).** This newly established Chair will provide an opportunity for the appointee to contribute to both knowledge and practice relevant to the vital role of international business in the New Zealand economy. The person appointed will have strong interests across the fields of international business and management: economics, finance, human resource management, marketing, policy production and distribution, taxation, and trade and investment, including all those factors of particular importance to the organisation and management of enterprises which cross international borders, factors such as international business laws, culture and business practice, tax laws, transfer pricing issues, international marketing strategies and currency risk and management. Specific expertise in international business relevant to New Zealand, such as agribusiness or tourism, or in a region of major trading significance to New Zealand, such as East Asia or North America, would be an advantageous. The person being sought will be able to demonstrate his or her ability and commitment to carry out the duties of the Professor of International Business. The opportunity will appeal equally to those persons long established in the field who have a demonstrable record of achievement and to talented younger persons who have outstanding potential in international business and management. Staff in the Department of Marketing and International Business are responsible for teaching and research in all areas of Marketing; also, in cooperation with the other departments, for Strategic Management and International Business and Management. As well as contributing to the development of international aspects of existing teaching programmes, the Professor will be able to take initiatives to develop new courses oriented even more towards international business and management. To achieve the necessary cross-disciplinary focus on international aspects of research and teaching, the Professor will need to encourage and enable cooperation between staff in all six departments of the School. Applicants should have: a strong record of teaching, research and publication in the sphere of International Business; demonstrated ability to provide academic leadership in teaching and research; international consultancy or management experience, in order to teach experienced postgraduate students.

Commencing salary will be established within the range $NZ60,080 - $NZ99,840 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 31 January 1992. Please quote Vacancy Number UAC-91 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

**CARLETON UNIVERSITY: The School of Business,** Carleton University, invites applications for a position with tenure at the level of Associate or Full Professor, and with leadership role in ongoing 5-year research program with local telecommunications firms in the Management of Technological Change in Manufacturing. This program calls for close collaboration with theoretical and/or experimental community ecology, ecosystem processes, interactions between organisms / FAX physiological ecology of vascular plants. The successful applicant will be expected to establish an active research programme, demonstrate good teaching ability, which includes contributing to courses in terrestrial field biology, and to participate in developing interdisciplinary programmes in teaching and research. Further information may be obtained from Ms. M.A. Schafer at the address / FAX given below. A curriculum vitae, a statement of research and teaching interests and three letters of recommendation should be received no later than January 31, 1992 by Dr. J.A. Hellebust, Chairman, Department of Botany, University of Toronto, 25 Willcocks Street, Toronto, Ontario, Canada M5S 3B2; Telephone (416)978-3537; FAX (416)978-5878. The University of Toronto encourages both women and men to apply for this position.

### PSYCHOLOGY

**St. Thomas More College, University of Saskatchewan: Tenure-stream position in either Developmental Psychology with cognate interests in cognitive psychology or Cognitive Psychology with a developmental focus.** The Psychology Department is receiving applications for a tenure-stream appointment (subject to budgetary approval) at the Assistant Professor level to begin July 1, 1992. Both of the areas identified above are open with respect to area of specialization. Candidates should have a Ph.D. (or be close to completion), should be committed to undergraduate/graduate courses in his or her specialty area (and possibly one graduate course), should be prepared to develop a sustained research program, should supervise student research at both the graduate and undergraduate levels and should participate collegially in department activities. Send a curriculum vitae, academic transcripts, a statement of research plans, and three letters of reference by March 15, 1992 to Gerald Farthing, Ph.D., Head, Psychology Department, St. Thomas More College, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W6. St. Thomas More College is a Catholic college academically integrated with the University of Saskatchewan, and maintains strong links with the graduate Psychology programs of the University. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

**UNIVERSITY OF VICTORIA: Department of Psychology - Assistant Professor.** Applications are invited for a tenure-track position in Psychology at the Assistant Professor level tenable from July 1, 1992. We are seeking applicants whose research interests are in one or more of the following areas:

### SCHOOL OF PUBLIC ADMINISTRATION

The School of Public Administration offers programs of studies leading to the degree of Master of Public Administration, a Diploma in Public Sector Management and a Certificate in Administration of Aboriginal Governments. The MPA is a multidisciplinary program and is intended for practising or prospective managers who wish to acquire or update the necessary skills for effective and responsible public sector management and policy analysis. The DPSM is a distance education program intended for mid-level managers in the public sector. The AAG program is aimed at providing students with the skills, knowledge and understanding which will enable them to work for and with Aboriginal Governments.

**Applicetions are invited for a two-year visiting position up to the Associate Professor level.**

The position is for a candidate with expertise in organizational behaviour, and in areas such as human resource management, management of change and research methods.

The School also offers policy seminars, therefore, policy fields of interest should be indicated by applicants.

Candidates should have a minimum of a Masters (Ph.D. preferred) in an appropriate field. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity programme. Women and aboriginal people are particularly encouraged to apply. Applications, along with the names of three referees, should be submitted to:

**Dr. John Langford, Director**
**School of Public Administration, University of Victoria**
**P.O. Box 1700, Victoria, British Columbia V8W 2Y2**
**(604) 721-8055; Fax (604) 721-8049**

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UNIVERSITY OF VICTORIA

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Saint Mary's University

## Dean of Science

Saint Mary's University, founded in 1802, is a metropolitan university with extensive international linkages in Europe, the Carribean and the Pacific. The University, located in Halifax, Nova Scotia, offers a comprehensive undergraduate program and selected graduate programs in Arts, Science, Education and Commerce to a student body of more than 11,500 full- and part-time students.

The University invites applications for the position of Dean of Science to replace Dr. William Jones who has been appointed Vice President, Academic and Research, at the University of Windsor.

The Faculty of Science offers undergraduate and select graduate programs in Astronomy, Biology, Chemistry, Geology, Mathematics and Computing Science, Physics and Psychology. A degree and diploma program in Engineering is also offered. The faculty has enjoyed recent enrolment growth and has responded with initiatives in co-operative programs and a centre for environmental sciences.

*The Dean of Science is a member of the senior management team and is one of four Deans reporting to* the Vice President, Academic and Research. The successful candidate will have significant and demonstrated experience in teaching, research and academic administration. The successful candidate will also be well qualified for senior academic rank as well have an appreciation for university advancement and community involvement.

The starting date for this appointment is July 1, 1992. The initial appointment will be for six years. Nominations and applications should be submitted with a résumé and the names of three referees before January 15, 1992 to:

**Dr. J. Colin Dodds**
**Vice President, Academic and Research**
**Saint Mary's University**
**Halifax, Nova Scotia B3H 3C3**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.

Saint Mary's University is dedicated to academic and research excellence, international and community outreach, public accessibility and fiscal responsibility.

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## ACADIA UNIVERSITY

*invites applications from, and nominations of, qualified individuals for the position of*

**PRESIDENT**

to take office on 1 July 1993

Acadia University, founded in 1838, has a long tradition of excellence in undergraduate teaching and research in the liberal arts and sciences as well as in selected graduate programmes and professional schools including Business, Computer Science, Engineering, Education, Nutrition and Home Economics, Recreation and Physical Education, Music and Theology. The University has a limited enrolment of approximately 3,250 full-time students, fifty percent of whom live on campus.

The PRESIDENT, who is also the VICE-CHANCELLOR, is the Chief Executive Officer of the University and has general supervision over, and direction of, the work of the University, the teaching staff, and of officers and persons employed in or about the University, and has such other duties and authorities as are from time to time assigned by the Board of Governors. The appointee will have excellent academic and administrative experience, with good communication skills.

The appointment will normally be made for a term of six years.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

Written applications or nominations for this position, accompanied by a detailed *curriculum vitae* and the names of three referees, should be submitted by 31 March 1992 to:

**Mrs. R. Diane Campbell**
**Secretary, Presidential Search Committee**
**Acadia University**
**Wolfville, Nova Scotia**
**B0P 1X0**

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members of the faculty of Engineering. The possibility for cross-appointment with the Faculty of Engineering exists. A doctoral degree in Business, Engineering Management, or a related area, is required, as well as an established research and publication program in the strategic and managerial aspects of manufacturing. The successful candidate will have experience with field research in business firms and be willing to work jointly with people from industry in some combination of the following studies of the manufacturing function: its role in speeding new product introduction; its developing role as core competency for firms; management of its relations with customers/vendors; strategic management of manufacturing technology. Expected undergraduate and graduate teaching areas are Management of Technology and/or Production and Operations Management. Starting date would be July 1, 1992. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Applications should include candidate's curriculum vitae, and the names of three referees, and be sent to: Chair, Appointments Committee, School of Business, Faculty of Social Sciences, Carleton University, Ottawa, Ontario, K1S 5B6 by January 15, 1992.

## BUSINESS ADMINISTRATION & COMMERCE

**UNIVERSITY OF NEW BRUNSWICK: The Faculty of Administration** invites applications for tenure track positions in: Accounting, Finance, International Business/Policy, Industrial Relations/Personnel, Law, Marketing, Management Information Systems, Management (Introduction to Business/Micro and Macro-Organizational Behaviour), Management Science and for an instructorship in Business Communications. Qualification for tenure track positions is Ph.D. completed or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on track applicants hold and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding an MBA degree or professional accounting designation. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1992 or January 1, 1993 as convenient. Successful candidates will teach in the BBA, MBA, and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. (Some positions are subject to budgetary provisions). Submit curriculum vitae and names and addresses of three referees to Dr. Ronald G. Storey, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3. Applications from female candidates are particularly welcome. The University of New Brunswick is committed to the principle of employment equity.

**CONCORDIA UNIVERSITY: Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems.** Applications invited for tenure-track and visiting positions at all ranks, in Management Information Systems and Production/Operations Management, effective June 1, 1992. For appointment as Assistant Professor, preference will be given to candidates who have completed their PhD and who have a strong research orientation. Candidates for higher ranks must provide evidence of excellent teaching and research. Salaries are competitive and depend on rank, research record, and experience. Successful candidates will participate in teaching and research supervision in the following programmes: Undergraduate, Graduate Diploma, MBA, EMBA, MSc, and PhD. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizen and permanent residents of Canada. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees to Jerry Tomberlin, Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

**SAINT MARY'S UNIVERSITY: Faculty of Commerce.** Saint Mary's University invites applications for tenure track and limited term appointments in Accounting, Commercial Law, Finance, Marketing, Entrepreneurship, Real Estate, Management and Computing Science. The positions will commence September 1, 1992. Successful candidates must have strong research and teaching credentials for both undergraduate and graduate courses and a PhD or near completion. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer. Please send a letter of application, curriculum vitae and the names of three references prior to February 1, 1992 to: Dr. P.S. Dixon, Acting Dean of Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; Fax: (902) 420-5455.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND.** Memorial's Faculty of Business Administration is seeking applications for faculty positions in many functional areas to meet significant growth in undergraduate and graduate programs. These may be tenure-track, contractual or visiting positions and appointments are possible at all ranks. Employment dates are flexible, and salaries are competitive and depend upon qualifications and experience. **Tenure-track applicants should hold a doctoral degree or be near completion.** The faculty has institutes in the areas of small business and management development. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Please contact: Dr. Rick Roskin, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5. Telephone: (709) 737-8551; FAX: (709) 737-7580.

**QUEEN'S UNIVERSITY IN KINGSTON, ONTARIO,** invites applications for one tenure track position in each of Financial Accounting, Marketing and Production/Operations Management, effective July 1, 1992. All positions are subject to budgetary approval. Salary and rank will be commensurate with qualifications and experience but appointments are most likely to be made at the junior level. Ph.D (completed or nearing completion) and evidence of strong research and teaching potential are required. The School of Business is committed to strength in both research and teaching and expects involvement in the undergraduate, MBA and Ph.D. programs. In accordance with Canadian immigration requirements, priority considerations will be given to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Applications will be accepted until positions are filled but should be submitted by December 31, 1991 to: Dr. D.L. Anderson, Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6 (FAX: (613) 545-2013).

**UNIVERSITY OF MANITOBA. Faculty of Menegement.** Applications are invited in the areas of (i) accounting and (ii) finance. Rank is open based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1992 preferred. Application date closes when position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

## CERAMICS

**NOVA SCOTIA COLLEGE OF ART AND DESIGN - Sessional appointment.** One eight-month Sessional Appointment (September 1, 1992 to April 30, 1993) at the rank of Lecturer or Assistant Professor to teach undergraduate courses in Ceramics and one course in Foundation or Drawing. An M.F.A. degree or equivalent professional experience is required. Teaching experience at the post-secondary level is desirable. Salary is dependent upon qualifications and according to the College salary grid. Closing date: January 30, 1992 or until position is filled. Send letters of application, Curriculum Vitae, a portfolio (maximum of 20 slides) and the names of three references to: Scott MacDougall, Dean, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. In accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and permanent residents of Canada. Applications from female candidates are particularly welcome.

## CHEMISTRY

**WILFRID LAURIER UNIVERSITY, Department of Chemistry.** The department invites applications for a two-year limited term appointment, at the rank of Assistant Professor, commencing on July 1, 1992. A subsequent Provisional or Candidacy (tenure-track) appointment may be made subject to budgetary approval. Applicants should have a Ph.D. and post-doctoral experience in the area of Theoretical Chemistry and will be expected to develop an externally funded research program in the context of a small University. The department strives for excellence in undergraduate education and features limited enrolments and small classes. Wilfrid Laurier University is committed to the principle of employment equity for men and women. Applications with a full curriculum vitae and the name and address of three referees should be forwarded to the undersigned on or before March 1, 1992. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Dr. Russell Rodrigo, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5; Telephone (519)884-1970 ext. 2920; Fax: (519)886-9351.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Tenure-Track Position, Organic Chemistry.** The Department of Chemistry, Memorial University of Newfoundland, is seeking one, and possibly two organic chemists for tenure-track positions, commencing September 1, 1992. Women and men who have the potential to conduct a vigorous research program in any area of organic chemistry are encouraged to apply. For one position, the Department is particulary interested in a candidate specializing in the synthesis of receptors of biological and pharmaceutical interest. Candidates should posess a Doctorate in organic chemistry and have relevant post-doctoral experience. While it is intended that appointments be at the Assistant Professor level, outstanding candidates with a proven track record may be appointed at a higher rank. Memorial is a well equipped, modern university with a student enrolment of over 16,000 and with Ph.D. programs in all major physical and biological sciences. The Faculty of Medicine, School of Pharmacy and Division Sciences Centre provide additional opportunities for collaborative research. Memorial University is committed to the principle of equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, a research proposal, and the names and eodresses of three referees. The competition will remain open until the positions are filled. Applications should be sent to: Dr. Peter Tremaine, Head, Department of Chemistry, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X7.

**UNIVERSITY OF BRITISH COLUMBIA: Research Associateship in Photodynamic Therapy.** The candidate will be responsible for conducting both in vivo and in vitro research on the biodistribution, efficacy, and mode of action of photosensitizing drugs. A minimum of 3 years experience in the area of PDT is required. The position requires a Ph.D. in Microbiology or Biochemistry or a D.V.M. The candidate must be able to interact on a scientific level with a multidisciplinary research team which includes biochemists, chemists, physicians, microbiologists, and physicists. The appointment is to be filled as soon as possible after January 1, 1992 and is renewable on an annual basis for a maximum of five years. Applications should be made to Professor David Dolphin, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, B.C., V6T 1Z1 by December 31, 1991. In accordance with Canadian immigration, this advertisement is directed to Canadian citizens and permanent residents. U.B.C. encourages qualified women and minority applicetions.

**UNIVERSITY OF BRITISH COLUMBIA: Research Associateship in Metalloporphyrin Chemistry.** The candidate will be responsible for conducting both in vivo and in vitro research on the biodistribution, efficacy, and mode of action of photosensitizing drugs. A minimum of 3 years experience in the area of PDT is required. The position requires a Ph.D. in Microbiology or Biochemistry or a D.V.M. The candidate must be able to interact on a scientific level with a multidisciplinary research team which includes biochemists, chemists, physicians, microbiologists, and physicists. The appointment is to be filled as soon as possible after January 1, 1992 and is renewable on an annual basis for a maximum of five years. Applications should be made to Professor David Dolphin, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, B.C., V6T 1Z1 by December 31, 1991. In accordance with Canadian immigration, this advertisement is directed to Canadian citizens and permanent residents. U.B.C. encourages qualified women and minority applicetions.

**UNIVERSITY OF BRITISH COLUMBIA: Research Associateship in Metalloporphyrins and Porphyrins.** The candidate will be responsible for conducting both in vivo and in vitro research on the biodistribution, efficacy, and mode of action of photosensitizing drugs as radiosensitizers and MRI contrast agents. A Ph.D. in inorganic or organic chemistry is required as is previous experience in the synthesis of porphyrins, metalloporphyrins and other coordination complexes. In addition practical experience using NMR techniques with metalloporphyrins is required. The appointment is to be filled as soon as possible after January 1, 1992 and is renewable on an annual basis for a maximum of five years. Applications should be made to Professor David Dolphin, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, B.C., V6T 1Z1 by December 31, 1991. In accordance with Canadian immigration, this advertisement is directed to Canadian citizens and permanent residents. U.B.C. encourages qualified women and minority applications.

**UNIVERSITY OF BRITISH COLUMBIA: Research Associateship in Photodynamic Technologies.** The sucessful candidate will be a member of a multidisciplinary team of chemists, biochemists, and physicists involved in the development of photosensitizers. The position requires a Ph.D. in organic chemistry with at least three years postdoctoral experience in photodymanics technologies. Experience in pharmacokinetics and the exploration of the mode of action of photosensitizers using 14C and 3H labelled molecules is essential. Knowledge of chemotherapy and other areas of oncology is also required. The appointment is to be filled as soon as possible after January 1, 1992 and is renewable on an annual basis for a maximum of five years. Applications should be made to Professor David Dolphin, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, B.C., V6T 1Z1 by December 31, 1991. In accordance with Canadian immigration, this advertisement is directed to Canadian citizens and permanent residents. U.B.C. encourages qualified women and minority applications.

**SAINT MARY'S UNIVERSITY** invites applications for a full time, tenure-track position in the Department of Chemistry commencing September 1, 1992. The initial probationary appointment will be for a period of **three years.** The successful candidate must hold a PhD, must be able to teach in the areas of Organic Chemistry and Biochemistry at introductory and advanced levels and must be able to establish an active research program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer. Applications, including a curriculum vitae and the names and addresses of three references, should be sent prior to February 5, 1992 to: Dr. Colin Isaacs, Chairperson, Department of Chemistry, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 or by facsimile (902) 420-5261.

**UNIVERSITY OF WATERLOO: The Department of Chemistry** at the University of Waterloo invites applications for a faculty position in the general polymer chemistry at the level of Assistant or Associate Professor, to begin September 1, 1992. This position is subject to budgetary approval. The applicant must have a Ph.D. in the area of polymer chemistry, and should have relevant postdoctoral experience and a strong record of research accomplishment in experimental polymer chemistry. We are seeking an individual of outstanding background and excellent promise, who will establish an independent research program and participate enthusiastically in undergraduate and graduate teaching. The salary will be commensurate with education and experience. The Department offers a stimulating and pleasant environment in which to work. The Guelph-Waterloo Centre for Graduate Work in Chemistry, (GWC)2, is one of the largest and most active graduate schools in Canada. The Polymer Research Institute, which operates jointly out of the Chemistry and Chemical Engineering Departments, has one of the largest concentrations of polymer scientists and engineers in Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. A complete application must include a curriculum vitae, a list of publications, a summary of research interests, an outline of proposed research, and the names and addresses of at least three references. The application should be sent to Professor F.R. McCourt, Chairmen, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for application is January 15, 1992.

**UNIVERSITY OF WATERLOO: The Department of Chemistry at the** University of Waterloo invites applications for a tenure-track Assistant Professorship in the area of NMR spectroscopy, and its application to problems of a biochemical, bio-organic, or materials science nature. The successful candidate will assume responsibility for overseeing a 500 MHz FTNMR spectrometer, for which funding is now being sought. The availability of this position is subject to budgetary approval. The NMR service facility, which will include the 500 MHz spectrometer plus 200 MHz and 250 MHz spectrometers, will be managed by a professional facility manager and a technical operator. A Ph.D. in the area of NMR plus two years of appropriate post-doctoral experience are required. The alary will be commensurate with education and experience. The Department offers a stimulating and pleasant environment in which to work. The Guelph-Waterloo Centre for Graduate Work in Chemistry ((GWC)2) is one of the largest and most active graduate schools in Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. A complete application must include a curriculum vitae, a list of publications, a summary of research inter-

**University of Toronto**
42 **Erindale Campus**
**HISTORY**

The University of Toronto, Department of History invites applications for a contractually limited position in Canadian History at the Erindale Campus beginning July 1, 1992. The appointment will be for three years, with a possible renewal for two, at the rank of Assistant Professor. A Ph.D. in history is required and preference will be given to applicants with research interests before 1900. Current salary floor is $36,400. Applications, curriculum vitaa and three letters of reference should be sent to **Professor Alexander C. Murray, Discipline Representative, History, Erindale Campus, University of Toronto, Mississeuge, Ontario L5L 1C6.** Closing date for receipt of applications is February 1st, 1992. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Concordia University is seeking a

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# Dean, Faculty of Arts and Science

to take office 1 June 1992 for a five-year renewable term.

The Dean is the Academic leader of a dynamic Faculty of Arts and Science which currently comprises some 12,383 students pursuing programmes in the Bachelor of Arts, Bachelor of Science, Bachelor of Education, Master of Arts, Master of Science, Master of Teaching Mathematics and Ph.D., in addition to undergraduate certificate and graduate diploma programmes. In 26 departments, three colleges, one institute and one school, undergraduate programmes, graduate offerings and in some instances, cooperative education programmes are housed. Research is carried out by a faculty complement of about 1000 within the context of the aforementioned academic units and research centres.

The ideal candidate will be an individual with national and international academic stature and credibility. In dealing with the external and internal communities, the interpersonal skills of the candidate are vital. The demonstrated ability to administer and manage, the capacity to carry through projects from beginning to end, the ability to communicate in French, excellent negotiating skills and the ability to collaborate effectively are essential.

The Dean must possess scope of vision, boldness and confidence, a commitment to inter- and multi-disciplinary programmes and a clear appreciation of the inter-relationships among differing disciplines and the ability to reconcile varying positions within the academic community.

The Dean of the Faculty of Arts and Science is one of five Academic Deans, reporting to the Vice-Rector, Academic. The individual chosen should be able to work easily with a team of senior administrators which includes colleagues, as well as the senior administrators who form the Office of the Rector, sharing information and participating in major policy decisions.

**Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.**

Applications and nominations, including **curriculum vitae and names of three possible referees** should be sent by *February 2, 1992, 5:00 p.m.* to Dr. Rose Sheinin, Vice-Rector, Academic, Concordia University, 7141 Sherbrooke St. West, AD 231, Montreal, Quebec H4B 1R6.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured.

Concordia
UNIVERSITY
REAL EDUCATION FOR THE REAL WORLD

## SCHOOL OF PUBLIC ADMINISTRATION

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The School of Public Administration offers programs of studies leading to the degree of Master of Public Administration, a Diploma in Public Sector Management and a Certificate in Administration of Aboriginal Governments. The MPA is a multidisciplinary program and is intended for practising or prospective managers who wish to acquire or update the necessary skills for effective and responsible public sector management and policy analysis. The DPSM is a distance education program intended for mid-level managers in the public sector. The AAG progrem is aimed at providing students with the skills, knowledge and understanding which will enable them to work for and with Aboriginal Governments.

**Applications are invited for e position largely focused on the Administration of Abrigjnel Governments Program. The position is available in either the tenure stream or two-year visiting mode. The tenure-stream option, initial appointment up to the associate level, is for a candidate with expertise in aboriginal governments and organizations and an interest in the management of the program, complemented with academic strengths in areas such as Canadian government, federal-provincial relations or organizational behaviour. The visiting option is for a candidate interested in menaging the program for up to a two-year period and qualified to teach at the undergraduate level in the AAG and DPSM programs. The school also offers policy seminars, therefore, policy fields of interest should be indicated by applicants.**

Candidates should have e minimum of a Masters (Ph.D. preferred) in an appropriate field. In accordance with Canadian immigration requirements, this advertisement is directed to Canadien citizens and permanent residents. The University of Victoria is committed to an employment equity programme. Women and eboriginal people ere particularly encouraged to apply. Applications, along with the names of three referees, should be submitted to:

**Dr. John Langford, Director**
**School of Public Administration, University of Victoria**
**P.O. Box 1700, Victoria, British Columbia V8W 2Y2**
**(604) 721-8055; Fax (604) 721-8049**

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UNIVERSITY OF VICTORIA

ests, an outline of proposed research, and the names and addresses of at least three references. The application should be sent to: Professor F.R.W. McCourt, Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for application is January 1, 1992.

### CHEMISTRY & BIOCHEMISTRY

**CONCORDIA UNIVERSITY: The Department of Chemistry and Biochemistry** at Concordia University, Montreal, has an opening for a biochemist at the assistant professor level (tenure track). We will consider candidates in any area of modern biochemistry: cell biology or molecular biology. The successful candidate will be required to establish a research program that will attract external funding and to teach biochemistry or cell biology at both the undergraduate and graduate level. This individual will join a group of faculty, drawn from both the Department of Chemistry and Biochemistry and the Department of Biology, who have active research programs and are jointly involved in offering undergraduate programs in biochemistry and cell and molecular biology. Concordia is a predominantly English-speaking university located in downtown Montreal, in proximity to three other universities, several pharmaceutical companies and the NRC Biotechnology Research Institute. Concordia University is committed to employment equity. All qualified individuals are encouraged to apply, but, in accordance with Canadian immigration requirements, this advertisement is directed primarily to citizens and permanent residents of Canada. Applicants should send a resume and an outline of proposed research and should arrange for three letters of reference to be sent directly to: Dr. Judith Kornblatt, Director, Joint Committee for Biochemistry and Molecular Biology, Department of Chemistry and Biochemistry, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec, H3G 1M8.

### CHINESE

**UNIVERSITY OF VICTORIA. The Departments of Linguistics and Pacific and Asian Studies** invite applications for a full-time tenure-track appointment in Chinese language and Linguistics at the rank of Assistant or Associate Professor. The successful candidate should have a completed Ph.D., native-like competence in Modern Standard Chinese and English, and demonstrated excellence in language instruction. Teaching duties will include introductory courses in Chinese language and Linguistics and some or all of the following: Chinese sociolinguistics, contrastive analysis of Chinese and English, Chinese syntax, history of the Chinese language and tonal typologies; plus supervision of graduate and upper-level undergraduate students. Applications including curriculum vitae and three letters of reference should be sent to Richard King, Co-ordinator for Chinese, Department of Pacific and Asian Studies, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. The deadline for applications is 28 February 1992. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to the Canadian Government's Employment Equity Programme; women and members of visible minorities are particularly urged to apply. This appointment is contingent on funding from an external source

### CLASSICS

**UNIVERSITY OF TORONTO**: Applications are invited for a tenure-track appointment at the assistant professor level in Roman history. Preference will be given to candidates in the Republican and early Imperial fields. The candidate should also be interested in teaching Latin prose literature at both undergraduate and graduate levels. Ph.D. required. Interested individuals should send a curriculum vitae and a list of at least three referees by January 31 to Professor E.I. Robbins, Department of Classics, 15 Hart House Circle, University of Toronto, Toronto M5S 1A1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages both women and men to apply.

**UNIVERSITY OF TORONTO**: Applications are invited for a one year continuing-limited term appointment for 1992-93 in Classics. Rank and salary will be at the level of Lecturer or Assistant Professor depending on qualifications and experience. The successful candidate will be expected to teach both classical civilization courses and courses in Greek and/or Latin at the undergraduate level. There is a possibility that a tenure-track position will become available in the course of the 1992-93 session. Interested individuals should send a curriculum vitae and a list of at least three referees by February 15 to Professor E.I. Robbins, Department of Classics, 15 Hart House Circle, University of Toronto, Toronto, Ontario M5S 1A1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages both women and men to apply.

**THE UNIVERSITY OF CALGARY: Department of Classics** invites applications for an Instructor. This is a three-year full-time limited term appointment, effective July 1, 1992. Emphasis on language teaching (Latin, Greek, scientific terminology) and on development of computer-assisted instruction. Applicants should be qualified at least to the MA level and show evidence of aptitude for CAI work. Salary commensurate with qualifications and experience (minimum Can $29,378 p.a.). In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers a dual career assistance program for spouses. Applications, including a curriculum vitae and three letters of reference, should be sent by January 15, 1992 to: Professor M.J. Cropp, Head, Department of Classics, The University of Calgary, Calgary, Alberta, Canada T2N 1N4.

**UNIVERSITÉ D'OTTAWA: Le département des études anciennes** de l'Université d'Ottawa sollicite la candidature d'un(e) professeur(e) agrégé au niveau de professeur(e) adjoint(e) susceptible de conduire à la permanence d'emploi (1er juillet 1992). Le ou la candidat choisi(e) devra pouvoir enseigner la langue, la littérature, l'histoire et la civilisation grecques anciennes en français. Il serait souhaitable qu'il ou elle ait à son credit un dossier de publications qui lui permette d'être admise à l'École des études supérieures et de la Recherche de l'université. Onze professeurs oeuvrent à plein temps au sein du département. On y offre, en français et en anglais, des programmes de 1er, 2e et 3e cycles. Le bilinguisme est une condition de la permanence. L'université applique une politique équité en matière d'emploi. Le traitement et la charge de travail seront en conformité avec la convention collective. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. Prière d'adresser la lettre de candidature, son curriculum vitae et le nom de trois répondants, avant le 31 janvier 1992, à: Monsieur John Yardley, Directeur, Département des études anciennes, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

### COMMUNICATION

**SIMON FRASER UNIVERSITY, BURNABY, BRITISH COLUMBIA, CANADA V5A 1S6; tel.** (604) 291-3470; fax (604)291-4024. The Department of Communication invites applications at the rank of Assistant or Associate Professor for a position beginning in September 1992. The area of specialization required for this position is broadcasting and applied research in the publishing industry, with a Canadian focus. The applicant should have a strong record of scholarly research in the area, as well as practical experience in the publishing industry. Further, the applicant should demonstrate evidence of research interest in Communication studies. The successful applicant will be expected to develop and teach academic and applied courses at the undergraduate and Master's levels directed at publishing in book, periodical and electronic forms. Ph.D. or proven research record, teaching experience and professional experience are required. This advertisement is directed to people who are eligible for employment in Canada at the time of application. Others are encouraged to apply, but they are not eligible for appointment until a Canadian search is completed and no appointment made. All appointments are subject to budgetary authorization. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications must be accompanied by a curriculum vitae, and the names, addresses and telephone numbers of three references, and should be forwarded by the Department Chair's Secretary by 15 January 1992.

### COMPUTER SCIENCE

**ACADIA UNIVERSITY, WOLFVILLE, N.S., Computer Science.** Applications are invited for two tenure track positions (position numbers 20301 and 20307) in Computer Science beginning July 1, 1992. The Jodrey School of Computer Science has Bachelor of Computer Science programs which are CIPS accredited and a Master of Science in Computer Science program. The School offers a stimulating environment for high quality teaching and research. A range of equipment is available, including networks of microcomputers and SUN workstations and a SUN-4 computer. Candidates with proven research abilities and an earned Doctorate in Computer Science will be considered. Preference will be given to applicants with expertise in data communications, data bases, software engineering, operating systems, computer architecture and computer networks. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae and the names of three references should be forwarded to the Chairperson of the Selection Committee, Dr. Rick Giles, Jodrey School of Computer Science, Acadia University, Wolfville, Nova Scotia, B0P 1X0. For further information, write to the above address, phone (902)542-2201, ext 331, or e-mail giles@ousrs.acadiau.ca. Applications will be accepted until January 15, 1992, or until the positions are filled. Acadia University is an equal opportunity employer. Women, aboriginal peoples, visible minorities, and disabled persons are especially invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF TORONTO, Department of Computer Science.** Invites applications for a tenured or tenure track position in Computer Science in the area of Computer Graphics. The candidate should have a strong interest in several aspects of graphical modelling and rendering, such as computer animation, illumination models, geometric modelling, filtering, or rendering algorithms. Salary and rank will be determined according to the successful applicant's experience and qualifications. The appointment is to commence July 1st, 1992. Duties will consist of research, graduate student supervision, and teaching of the undergraduate and graduate levels. Apply in writing to: Professor Kenneth C. Sevcik, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada, together with curriculum vitae, and the names of at least three referees. Deadline for application is January 31, 1992. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

**UNIVERSITY OF TORONTO: Research Associates and Postdoctoral Research Positions.** The Department of Computer Science, University of Toronto, has received funding from various granting agencies, including the Government of Canada's Networks of Centres of Excellence program. Funding permitting, Research Associate positions, Limited Term Faculty positions, and Postdoctoral Fellowships are available in all areas of Computer Science. Applications should be sent by January 31, 1992 to: Professor Kenneth C. Sevcik, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

**BRDCK UNIVERSITY. The Department of Computer Science & Information Processing** at Brock University invites applications for a tenure-track position at the assistant professor level to commence July 1, 1992 (pending final budget approval). The successful candidate will have a Ph.D. in computer science or a related area and be expected to establish a productive research program and to assume a normal range of teaching duties in the Department. Qualified candidates in all areas of the discipline are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including a curriculum vitae and the names of three referees should be sent to Prof. J.M. Miller, Chair, Department of Computer Science & Information Processing, Brock University, St. Catharines, Ontario, Canada L2S 3A1, for receipt by January 31, 1992. Candidates are also asked to include a brief description of their proposed research along with a summary of any special resources required by the position. The School offers a stimulating environment for high quality teaching and research. A range of equipment is available, including networks of microcomputers and SUN workstations and a SUN-4 computer. Candidates with proven research abilities and an earned Doctorate in Computer Science will be considered. Preference will be given to applicants with expertise in data communications, data bases, software engineering, operating systems, computer architecture and computer networks. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae and the names of three referees

Department of Design Art, 1395 Boulevard René Lévesque Ouest, Montréal, QC, Canada, H3G 2M8; TEL (514)848-4626 / FAX (514)848-8627.

## ECONOMICS

**CONCORDIA UNIVERSITY - Department of Economics:** Applications are invited for tenure-track positions beginning 1 August 1992 subject to budgetary approval. The positions will be filled at the assistant professor or lecturer level. Excellence in research and teaching are the primary criteria relevant to these positions. All fields of specialization will be considered although the Department has a particular interest in International Economics. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Representatives of the Department will attend the meetings in Toronto in December and the ASSA Meetings in New Orleans to interview candidates. The closing date for applications is 10 January 1992. Applications, including the names of three referees to: Gordon Fisher, Chair, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8.

**UNIVERSITY OF NEW BRUNSWICK: The Department of Economics,** University of New Brunswick, Fredericton invites applications for tenure-track positions in microeconomic theory and public sector economics, subject to budgetary approval. Duties will include teaching at the undergraduate and graduate (M.A.) level and research in a department of 16 members. Candidates should have a Ph.D. completed or near completion. Applications will curriculum vitae and names and addresses of three referees should be sent to V.A. Dickson, Economics, U.N.B., P.O. Box 4400, Fredericton, N.B., E3B 5A3. The Department expects to be represented at the Canadian Economics Employment Exchange. In accordance with Canadian immigration regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

**YORK UNIVERSITY. Faculty of Arts. Department of Economics.** Applications are invited for sessional position(s) at the Assistant Professor or Lecturer level, subject to authorization and budgetary approval. Rank and salary commensurate with qualifications and experience. Candidates are expected to have a PhD degree (or expected in 1992), and to show potential of becoming recognized scholars and good teachers. Duties include: teaching at undergraduate and graduate levels, and a programme of productive research. Outstanding candidates in all fields may apply, but the field of special interest are econometrics and macroeconomics. Applications with curriculum vitae and names of three references should be sent to: Professor George Fallis, Chair, Department of Economics, York University, North York, Ontario, M3J 1P3. Closing date for applications is January 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity including affirmative action for women faculty.

**YORK UNIVERSITY. Faculty of Arts. Department of Economics.** Applications are invited for tenure-track position(s) at the Assistant Professor or Lecturer level, subject to authorization and budgetary approval. Rank and salary commensurate with qualifications and experience. Candidates are expected to have a PhD degree (or expected in 1992), and to show potential of becoming recognized scholars and good teachers. Duties include: teaching at undergraduate and graduate levels, and a programme of productive research. Outstanding candidates in all fields may apply, but the field of special interest is econometrics. Applications with curriculum vitae and names of three references should be sent to: Professor George Fallis, Chair, Department of Economics, York University, North York, Ontario, M3J 1P3. Closing date for applications is January 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

**YORK UNIVERSITY. Faculty of Arts. Department of Economics.** Applications are invited for tenure-track positions at the Assistant Professor level, subject to authorization and budgetary approval. Rank and salary commensurate with qualifications and experience. Candidates are expected to have a PhD degree (or expected in 1992), and to show potential of becoming recognized scholars and good teachers. Duties include: teaching at undergraduate and graduate levels, and a programme of productive research. Outstanding candidates in all fields may apply, but the field of special interest is econometrics. Applications with curriculum vitae and names of three referees should be sent to: Professor George Fallis, Chair, Department of Economics, York University, North York, Ontario, M3J 1P3. Closing date for applications is January 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

**YORK UNIVERSITY. Faculty of Arts. Department of Economics.** Applications are invited for tenure-track position(s) at the Assistant Professor or Lecturer level, subject to authorization and budgetary approval. Rank and salary commensurate with qualifications and experience. Candidates are expected to have a PhD degree (or expected in 1992), and to show potential of becoming recognized scholars and good teachers. Duties include: teaching at undergraduate and graduate levels, and a programme of productive research. Outstanding candidates in all fields may apply, but the field of special interest is econometrics and macroeconomics. Applications with curriculum vitae and names of three referees should be sent to: Professor George Fallis, Chair, Department of Economics, York University, North York, Ontario, M3J 1P3. Closing date for applications is January 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

**YORK UNIVERSITY. Faculty of Arts. Department of Economics.** Applications are invited for tenure-track position(s) at the Assistant Professor or Lecturer level, subject to authorization and budgetary approval. Rank and salary commensurate with qualifications and experience. Candidates are expected to have a PhD degree (or expected in 1992), and to show potential of becoming recognized scholars and good teachers. Duties include: teaching at undergraduate and graduate levels, and a programme of productive research. Outstanding candidates in all fields may apply, but the field of special interest is

## THE UNIVERSITY COLLEGE OF THE CARIBOO INVITES APPLICATIONS FOR THE FOLLOWING FACULTY POSITIONS

### ARTS

Since the fall of 1989, the University of British Columbia B.A. has been offered at the University College of the Cariboo in Kamloops. Doctorate in relevent discipline required, or imminent completion, unless otherwise noted.

**BACHELOR OF ARTS PROGRAM**

In anticipation of budgetary approval, applications are invited for the following instructional positions.

**Anthropology · 92-001**
Research and teaching experience in cultural anthropology (specialization in contemporary native issues highly desirable), and the ability to teach physical anthropology/archaeology preferred.

**Economics · 92-014**
See Economics under Business, Computing Science & Mathematics below.

**English · 92-002**
Specialist in Milton or Seventeenth Century; preference for a second area in language, Old English, linguistics or composition studies.

**English · 92-003**
Specialist in American literature.

**English · 92-004**
Specialist in language studies.

**Geography · 92-005**
Economic geographer with ability to teach data analysis and research methods. Competence in urban geography and/or G.I.S. would be an asset.

**History · 92-006**
Ph.D. in Canadian history; areas of teaching and research interest open.

**History · 92-007**
Ph.D. in European history; areas of teaching and research interest open.

**Philosophy · 92-008**
Ph.D.; area of specialization open. Preference given to candidates who can teach Critical Thinking.

**Psychology · 92-009**
Ph.D. or completion by September 1992; teaching and research interests in one or more of the following areas: Learning, Motivation, Statistics and Research Methodology, Tests and Measurement.

**Sociology · 92-010**
Specialist in Canadian society with research interests in some combination of: development and underdevelopment, natural resources, work processes, social inequality.

**BACHELOR OF EDUCATION PROGRAM · 92-011**

Since the fall of 1989, the University of British Columbia B.Ed. Elementary has been offered at the University College of the Cariboo in Kamloops. The two-year program requires that the student complete, prior to entry, a minimum of three years of appropriate study in another faculty. Subject to approval and funding, the B.Ed. (Secondary) may be added in the fall of 1992.

Applications are invited for four instructional positions, each combining two or more of the following specialities:

- Educational Foundations
- Educational Psychology
- Elementary Curriculum and Instruction in one or more of:
  Art, Language Arts, Mathematics, Music, Physical Education, Science or Social Studies, General Principles of Teaching, Supervision of Student Teaching
- Secondary Curriculum and Instruction Areas: English, Physical Education, Science, Social Studies, Supervision of Teaching

Doctorate in relevant area preferred; appropriate professional membership or status required. Consideration will be given to applicants eligible for membership in the B.C. College of Teachers, with recent teaching experience in elementary or secondary schools.

**BACHELOR OF SOCIAL WORK PROGRAM · 92-012**

Since the fall of 1990, the University of Victoria B.S.W. has been offered at the University College of the Cariboo in Kamloops. Applications are invited for two instructional positions, each combining two or more of the following specializations:

- Social welfare policy
- Rural communities and community development
- Research and evaluation
- Practicum supervision

M.S.W. required, doctorate preferred. Post-secondary teaching experience, generalist practice in rural and northern communities, and a record of research and publication are highly valued.

### BUSINESS, COMPUTING SCIENCE & MATHEMATICS

In anticipation of budgetary approval, applications are invited for the following instructional positions:

**Bachelor of Business Administration · 92-013 (Several Positions)**

- Accounting
- Administrative Policy
- Finance
- Human Resources Management/Organizational Behaviour
- International Business
- Marketing

Qualifications: Ph.D. or solid indication of imminent completion, demonstrated excellence in teaching and research or clear promise of excellence in teaching and research. Candidates with expertise in two or more areas will be given preference. Individuals with an MBA or equivalent degree and a strong background in teaching and scholarly activity are encouraged to apply.

**Economics · 92-014**
Primary fields of interest: Macroeconomics, Financial Economics, International Economics, Resource Economics, Environmental Economics, Land Economics.

**Computing Science · 92-015**
All fields will be considered but an applied orientation will be preferred.

**Mathematics · 92-016 (one or more positions anticipated)**
All fields will be considered.

Qualifications: Ph.D. or clear indication of imminent completion, demonstrated excellence in teaching and research or clear promise of excellence in teaching and research.

**Business Administration/Management Information Systems · 92-017**
Positions are anticipated for our campuses in Kamloops and Williams Lake, B.C. The successful candidate will have an M.B.A. or equivalent degree. An accounting designation would be an asset. Instruction in the first year would include Introductory Financial Accounting, Computer Applications in Business, Business Math and Introduction to Business and Management.

### SCIENCES AND HEALTH SCIENCES

In anticipation of budgetary approval, applications are invited for the following instructional positions:

**Analytical/Environmental Chemistry · 92-018**
The successful candidate will be expected to teach both upper and lower level chemistry courses and also maintain a modest research program.

Qualifications: Ph.D. in chemistry or evidence of its imminent completion. Preference will be given to candidates with degree or expertise in analytical and/or environmental chemistry. The position may also be of interest to an inorganic chemist. Established teaching experience and current research program are definite assets.

**Electrical Engineering and/or Physicist · 92-019**
The successful candidate will be expected to teach both upper and lower level undergraduate physics and/or electrical engineering courses, and maintain currency in his, or her field.

Qualifications: Must be a registered professional engineer with a Ph.D. in electrical engineering or physics. A demonstrated interest in teaching will be a definite asset.

**Natural Resource Science · 92-020**
The Resource Science Program is unique, and has been developed at Cariboo to address the needs for a generalist graduate capable of dealing with a wide range of resource sectors - forestry, rangeland, agriculture, fisheries, wildlife, mining, tourism.

One position is for instruction in the program, and the second position is for both co-ordination and instruction. The successful candidates would also be expected to maintain a modest research program.

Qualifications: Ph.D. in Resource Management or related field, or evidence of its imminent completion. Established teaching experience and a current research program are definite assets.

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**COMMENCEMENT DATE (FOR ALL POSITIONS) - JULY 1992**

**SALARY RANGE (FOR ALL POSITIONS) - $37,732.00 - $55,981.00 PER ANNUM**

**CLOSING DATE: FEBRUARY 15, 1992**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, THIS ADVERTISEMENT IS DIRECTED TO CANADIAN CITIZENS OR LEGAL RESIDENTS OF CANADA. THE UNIVERSITY COLLEGE OF THE CARIBOO IS COMMITTED TO THE PRINCIPLE OF EMPLOYMENT EQUITY.

**PLEASE FORWARD CURRICULUM VITAE, CURRENT NAMES, ADDRESSES AND TELEPHONE NUMBERS OF AT LEAST THREE REFERENCES AND FORMAL VERIFICATION OF EDUCATIONAL LEVEL INDICATING COMPETITION NUMBER AND YOUR AREA OF INTEREST TO:**

Chair, Search Committee
Human Resources Division
Cariboo College
P.O. Box 3010
Kamloops, B.C.
V2C 5N3

FOR THOSE RESPONDING TO MORE THAN ONE COMPETITION, PLEASE ENSURE THAT A SEPARATE CURRICULUM VITAE IS SUBMITTED FOR EACH POSITION.

LEGALLY INCORPORATED AS CARIBOO COLLEGE
UNDER THE COLLEGES & INSTITUTES ACT OF B.C.

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ence in active and creative music teaching based on the principles of Carl Orff; 3. ability to compose/arrange choral music and music for the Orff instrumentarium; 4. experience teaching elementary school children using the Orff approach; 5. ability to incorporate active music listening into the Orff approach; 6. knowledge of authentic folk materials (from a variety of cultures) which can be used in the teaching of music to children; 7. ability to teach advanced movement skills within the framework of Orff pedagogy; 8. extensive experience teaching advanced Orff-Schulwerk at the University level. Responsibilities for instruction include both lectures and laboratories in ensemble, pedagogy and movement, working cooperatively with Level I and II instructors. Salary is $2400. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is December 31, 1991. Applications accompanied by a curriculum vitae and three letters of reference should be sent to: Dr. Robert K. Jackson, Chairman, Department of Elementary Education, 551 Education South, University of Alberta, Edmonton, Alberta, Canada T6G 2G5. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**UNIVERSITY OF ALBERTA: The Department of Elementary Education, Faculty of Education,** University of Alberta, is seeking an instructor for intersession, 1992, to teach ED ES 501, Responding to Literature. The teaching assignment is a six credit course offered over four weeks in the Summer Term, July 20 to August 14, 1992. Qualifications should include: 1. extensive experience in teaching literature, K - 12, with emphasis on a response-based model; 2. specialization in the approach advocated by M. Benton and G. Fox, and particularly their interpretation of how response-centered teaching of literature can be translated into day-to-day classroom practice; 3. experience in teacher education at both the graduate and undergraduate levels, specifically in a literature-based, integrated teacher education program, K - 12; 4. experience in workshop approaches to teaching response to literature; 5. a graduate degree specializing in the teaching of literature. Salary of the professor level is $6,410.00. Closing date for accepting applications is December 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications accompanied by curriculum vitae and relevant scholarly papers should be sent to: Dr. Robert K. Jackson, Chair, Department of Elementary Education, Faculty of Education, 551 Education South, University of Alberta, Edmonton, Alberta T6G 2G5. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**BROCK UNIVERSITY: Faculty of Education, Pre-Service Department, Science/Environmental Education.** Applications are invited for a probationary tenure-stream appointment in the area of elementary (K-10) science and environmental education. Preferred candidates will possess a doctorate or equivalent with professional and academic background in science and outdoor/environmental education. Successful elementary classroom teaching experience in essential. In addition, the successful candidate requires a knowledge of classroom processes, methodology and elementary curriculum and is expected to supervise and counsel pre-service student teachers. The successful candidate should be prepared to participate in an active research program, be able to advise and supervise graduate students on theses and projects and be involved in in-service teacher education programs. Rank and Salary: While preference will be given to appointments at the Assistant Professor level, rank and salary will be commensurate with qualifications and experience. Date of Appointment July 1, 1992. Position subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled. Applications including a curriculum vitae and the names of three or more referees should be forwarded by January 31, 1992 to: Dr. R. Terrance Boak, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1.

**BROCK UNIVERSITY: Faculty of Education, Pre-Service Department, Instructional Methods (Elementary).** Applications are invited for a probationary tenure-stream position in the area of elementary (K-10) instructional methodology. Preferred candidates will possess a doctorate or equivalent with professional and academic background in instructional methodology and have had successful elementary teaching experience. Since the course content is the base for practice teaching and seminar study the instructor will be expected to collaborate with other pre-service faculty on course content and structure. The successful candidate also requires a background in elementary curriculum and classroom processes and is expected to supervise pre-service students. The successful candidate should be prepared to participate in an active research program, be able to advise and supervise graduate students on their theses and projects and be involved in in-service teacher education programs. Rank and Salary: While preference will be given to appointments at the Assistant Professor level, rank and salary will be commensurate with qualifications and experience. Date of Appointment July 1, 1992. Position subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled. Applications including a curriculum vitae and the names of three or more referees should be forwarded by January 31, 1992 to: Dr. R. Terrance Boak, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1.

**UNIVERSITY OF PRINCE EDWARD ISLAND: The Faculty of Education of** the University of Prince Edward Island invites applications for a tenure-stream position in mathematics/science education at the assistant professor level. The current salary range for this rank is $38,214 to $53,038, and the appointment date is July 1, 1992, subject to budgetary approval. Duties will include developing and teaching courses for undergraduate elementary and secondary B.Ed. programs in mathematics methods, science methods, statistics, and computers in education; supervising student teachers; and offering occasional workshops to teachers. An earned doctorate in mathematics or science education is required, along with successful public school teaching experience. Experience in university level teaching would be an asset. The successful candidate will also be expected to pursue a program of independent research and publication. Applications, including a current curriculum vitae and the names of three referees should be sent by 31 January, 1992 to Dr. R.G. Mahen, Dean, Faculty of Education, The University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, C1A 4P3. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Although the University does not have an affirmative action policy, applications from qualified women candidates are especially encouraged.

**UNIVERSITÉ D'OTTAWA: Le faculté d'Éducation de l'Université d'Ottawa** recherche les services à exercice complet du professeur(e)s en Formation à l'enseignement. Exigences: 1. Ph.D. dans le domaine spécifié; 2. Dossier actif de recherches; 3. Expérience dans l'enseignement élémentaire ou secondaire; expérience dans l'enseignement universitaire serait un atout. 4. Connaissance passive de l'anglais ou disponibilité pour l'atteindre. Fonctions: 1. Enseignement surtout au 1er cycle mais aussi aux programmes des 2e et 3e cycles; 2. Recherches; 3. Supervision des steges (pratique de l'enseignement); 4. Participation aux activités universitaires. Postes: 1. Enseignement des mathématiques à l'élémentaire, 2. Enseignement des sciences humeines à l'élémentaire; 3. Enseignement des langues (français et anglais). Volets pour chacun des postes: Enseignement dans les programmes de formation initiale et de perfectionnement; Expertise dans l'utilisation des nouvelles technologies appliquées à l'enseignement; Expérience dans l'élaboration, la mise en oeuvre et l'évaluation de programmes à l'élémentaire. Rang et Salaire: Selon les titres, tes qualités, l'expérience en conformité avec la convention collective. Entrée en Fonction: Le 1er juillet 1992. Conformement aux stipulations de la loi canadienne sur l'immigration, le poste est offert aux citoyens et aux résidents permanents du Canada. L'Université a une politique d'équité en matière d'emploi. Pour plus de renseignements au sujet de l'un ou l'autre poste, on peut communiquer avec le professeur Michel Saint-Germain, en composant (613) 564-6561. Le poste sera comblé sous réserve des disponibilités budgétaires. Prière de faire parvenir la demande d'emploi, le curriculum vitae ainsi que le nom de trois personnes à des fins de références, avant le 10 janvier 1992 à l'adresse qui suit: Monsieur Denis Carner, Doyen intérimaire, Faculté d'éducation, Université d'Ottawa, 145, Jean-Jacques Lussier, Ottawa (Ontario) K1N 6N5.

**UNIVERSITY OF OTTAWA: The Faculty of Education** University of Ottawa invites applications for the following tenure-track position in Educational Counselling. Qualifications: 1. Ph.D. in the specified domain; 2. Active research file; 3. Passive knowledge of French or willingness to acquire it. Responsibilities: Teaching at the Bachelor and Graduate levels in the areas of group counselling in the schools, vocational choice and career counselling, student services and school counselling; research and development in educational counselling; supervision of theses at the M.A. and Ph.D. levels; working with teachers and personnel in the school system; participating in university activities. Rank and Salary: Commensurate with qualifications, experience and in keeping with the Collective Agreement. Date of Appointment: July 1, 1992. In keeping with Canadian immigration regulations, the position is offered to citizens and permanent residents of Canada. Employment equity is University policy. Additional information concerning this position may be obtained from Dr. Pierre Michaud, Director of Educational Studies. Telephone: (613) 564-7032. This position will be filled within budgetary constraints. Applicants should forward their application, curriculum vitae and the names of at least three referees before January 10, 1992, to Dr. Denis Carrier, Interim Dean, Faculty of Education, University of Ottawa, 145 Jean-Jacques Lussier, Ottawa, Ontario, K1N 6N5.

**UNIVERSITÉ D'OTTAWA: La faculté d'éducation de l'Université d'Ottawa** recherche les services à exercice complet d'un professeur ou professeure en counselling éducationnel. Exigences: 1. Ph.D. dans le domaine spécifié; 2. Dossier actif de recherches; 3. Connaissance passive de la langue seconde ou disponibilité pour l'atteindre. Tâches: enseignement aux 1er, 2e et 3e cycles dans les domaines du counselling de groupe dans les écoles, du choix vocationnel et de la planification de carrière, des services aux élèves et du counselling scolaire; recherche et développement en counselling éducationnel; supervision de thèses aux 2e et 3e cycles; travail dans les écoles auprès du personnel et des étudiants-maitres; participation aux activités universitaires. Rang et Salaire: Selon les titres, les qualités, l'expérience et en conformité avec la convention collective. Entrée en Fonction: Le 1er juillet 1992. Conformément aux stipulations de la loi canadienne sur l'immigration, le poste est offert aux citoyens et aux résidents permanents du Canada. L'Université a une politique d'équité en matière d'emploi. Pour plus de renseignements au sujet de ce poste, on peut communiquer avec le professeur Pierre Michaud, en composant (613) 564-7032. Le poste sera comblé sous réserve des disponibilités budgétaires. Prière de faire parvenir la demande d'emploi, le curriculum vitae ainsi que le nom de trois personnes à des

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### ENGLISH

The Department of English at St. Thomas More College invites applications for a tenure-stream position at the rank of Assistant Professor to begin July 1, 1992 in one of the following areas: Medieval, Restoration, Romantic, or Nineteenth Century American Literature. St. Thomas More College is a Catholic college federated with the University of Saskatchewan. It is also the home of The Chesterton Review; an interest in Chesterton and his circle or in assisting with editing The Chesterton Review would therefore be an asset. Applicants should send a curriculum vitae, transcripts, and three letters of reference to **Dr. Darlene Kelly, Head, Department of English, St. Thomas More College, 1437 College Drive, Saskatoon, Sask. S7N 0W6.** This ad is directed in the first instance to Canadian citizens and permanent residents of Canada.

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# Memorial
University of Newfoundland

## SUMMER SESSION 1992

Applications are invited for teaching positions at Memorial University of Newfoundland in the Summer Session at St. John's and Corner Brook, June 25 to August 6, 1992 in the following departments:

Anthropology
Classics
English
French
Geography
Linguistics
Psychology
Religious Studies
Sociology
Social Work

Education:
- Curriculum & Instruction
- Educational Administration
- Educational Psychology
- Special Programmes
- Adult Education
- Industrial Arts
- Vocational Education
- Educational Foundations

Applications and inquiries together with curriculum vitae and the names of referees should be made immediately to:

**Division of Continuing Studies**
**Memorial University of Newfoundland**
**St. John's, NF A1B 3X8**

Deadline for applications: February 28, 1992

lins de références, avant le 10 janvier 1992 à l'adresse qui suit: Monsieur Denis Carrier, Doyen intérimaire, Faculté d'éducation, Université d'Ottawa, 145, Jean-Jacques Lussier, Ottawa (Ontario) K1N 6N5.

**UNIVERSITY OF OTTAWA: The Faculty of Education** University of Ottawa invites applications for the following tenure-track positions in Teacher Education. Requirements: 1. Ph.D. in the specified domain(s); 2. Active Research file; 3. Experience in elementary/secondary teaching and University teaching desirable; knowledge of the educational milieu; 4. Passive knowledge of French or willingness to acquire it. Functions: 1. Teaching, mainly at the B.Ed. level (pre-service-inservice), with possible involvement in the graduate section; 2. Conducting research; 3. Supervision of the Teaching Practicum; 4. Participation in University activities. Positions: LANGUAGE ARTS: Elementary language arts; teaching in the area of pedagogy. Expertise in whole language approach to curriculum design and development. EDUCATIONAL TECHNOLOGY, MATHEMATICS, AND COMPUTER SCIENCE: Integration of the new technologies, particularly computers and multi-media, into all areas of the curriculum from K to OAC; a strong curriculum background in the design, production and application of courses in mathematics at all levels; and in computer science. SOCIAL STUDIES AND VALUES EDUCATION: Programs in curriculum and pedagogy for enhancing social and moral development, and the elementary knowledge, skills and attitudes of the social sciences in a multicultural and global context. Expertise in experiential, reflective, and research-based approaches to social studies and values education in an integrated teacher-education program. POLITICS: Candidate must be knowledgeable in the history of Canadian education with emphasis on the legal aspects of teaching in Ontario; the administration of the school system including organization, statutes and regulations, professional bodies and code of ethics. PEDAGOGIE OU FRANÇAIS-LANGUE SECONDE: Compétences et expérience dans l'enseignement du français, comme langue seconde dans un programme de base et d'immersion à l'élémentaire et au secondaire. INTEGRATED ARTS/PEDAGOGY: An integrated arts focus and approaches to pedagogy with emphasis on creative teaching and learning styles. A strong curriculum background on conceptual interrelationships among the arts (dance, drama, music, visual arts) across the Ontario K-OAC elementary and secondary program and be able to connect learning in the arts to the total curriculum. PRIMARY EDUCATION: Early childhood and primary education background; expertise in developmental psychology, experience-based/creative learning, and individualization. THE ARTS/PHYSICAL EDUCATION AND HEALTH: Conceptual knowledge of interrelationships among the arts (dance, drama, music, and visual arts) in K-OAC, particularly, music and visual arts in elementary schools. Secondary focus: physical education and health. Rank and Salary: Commensurate with qualifications, experience and in keeping with the Collective Agreement. Date of Appointment: July 1, 1992. In keeping with Canadian immigration regulations, the positions are offered to citizens and permanent residents of Canada. Employment equity is University policy. Additional information concerning these positions may be obtained from Dr. Patrick Bebin. Telephone (613) 564-5015. These positions will be filled within budgetary constraints. Applicants should forward their application, curriculum vitae and the names of at least three persons willing to provide references before January 10, 1992 to: Dr. Denis Carrier, Interim Dean, Faculty of Education, University of Ottawa, 145 Jean-Jacques Lussier, Ottawa, Ontario, K1N 6N5.

**CONCORDIA UNIVERSITY - MONTREAL, Department of Education.** Applications are invited for a full-time tenure track appointment at the Assistant Professor level starting 1 August, 1992. This position is subject to budgetary approval. Ph.D. or equivalent standing in Early Childhood Education, Child Development or a related area is required. Expertise in the following areas is desirable: Child Development (e.g., cognition and learning); Curriculum (e.g., language arts, reading, math, science); Early Childhood Education. Work experience as a preschool or primary teacher is an asset. Duties may include graduate and undergraduate teaching and field supervision. Salary will be in accordance with current scales. In accordance with immigration regulations, priority will be given to Canadians or those permitted to work in Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Applicants should send their curriculum vitae and three letters of reference before March 1, 1992 to: Dr. Lois J. Baron, Early Childhood Education Search Committee, Department of Education, Concordia University, 1455 de Maisonneuve Blvd. West, Hall Building H-549-22, Montreal, Quebec H3G 1M8.

**BROCK UNIVERSITY: Faculty of Education, Department of Graduate and Undergraduate Studies, Educational Administration.** Applications are invited for a probationary tenure-stream position in Educational Administration. Preferred candidates will possess a doctoral degree or equivalent with an identified area of specialization within Educational Administration. In addition teaching experience in University would be an asset. The successful candidate should be prepared to participate in an active research program, supervise graduate research, teach in the graduate program and become involved in some undergraduate teaching. Rank and Salary: While preference will be given to appointments at the Assistant Professor level, rank and salary will be commensurate with qualifications and experience. Date of Appointment: July 1, 1992. Position subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled. Applications including a curriculum vitae and the names of three or more referees should be forwarded by January 17, 1992 to: Dr. R. Terrance Boak, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1.

**THE UNIVERSITY OF CALGARY Faculty of Education** invites applications for four tenure-track faculty positions at the Assistant Professor rank, effective July 1, 1992, in the following specializations: social studies education, early childhood education, mathematics education and secondary school English. Responsibilities include teaching undergraduate and graduate courses, supervising student teachers and graduate students, and conducting a program of research. Preference will be given to applicants with a completed doctorate in the relevant specialization, interest and capability in general curriculum studies, classroom teaching experience, and experience at collaborative work with school practitioners. Salary commensurate with qualifications and experience; current minimum for Assistant Professor is $37,395. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applicants are requested to send a complete curriculum vitae and to have three letters of reference sent by January 31, 1992 to: Chair, Selection Committee, Faculty of Education, 702 Education Tower, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada, T2N 1N4.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND, Faculty of Education.** Applications are invited for tenure track positions in the following areas: Science Education, Special Education. In the case of Science Education, preference will be given to candidates with a background and interest in primary/elementary science. The Special Education position requires a knowledge of augmentative and alternative communications systems. Appointments are normally made at the Assistant Professor level. However, candidates may be considered for appointment at higher ranks. Normal qualifications for Assistant Professor include an earned doctorate. Appointment at the Associate Professor level normally requires previous university teaching or research experience and an established record of scholarly accomplishment. Duties of the positions include some combination of undergraduate and graduate teaching, internship supervision, thesis supervision, research and professional development activities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please address applications to: Dr. Robert K. Crocker, Dean, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X8.

## ENGINEERING

**SIMON FRASER UNIVERSITY:** The School of Engineering Science located at Simon Fraser University is seeking a senior faculty candidate in control, robotics, and automation. Prior industrial experience and an interest in electromechanical design would also be an asset. A strong research record is essential. The successful applicant will join a small research group working on topics related to automation engineering, and will also teach two courses per annum in his or her areas of expertise, supervise graduate students and participate in industrial interactions. Rank and salary will be competitive. Engineering Science provides an exciting educational environment demanding high academic standards of its students. Local industry offers many opportunities for research and strong industrial links are characteristic of the program and expected of faculty members. This academic environment is balanced by the natural and cultural ambience of one of the most attractive cities in North America. Moreover, the university itself enjoys a spectacular mountaintop setting, a short drive from downtown Vancouver. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applications from other candidates are welcome but consideration of such candidates must be deferred until a Canadian search is complete. Positions are subject to budgetary authorization. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. To apply, send a curriculum vitae and the names of three references to Dr. J.K. Cavers, Director, School of Engineering Science, Simon Fraser University, Burnaby, B.C. V5A 1S6.

**THE UNIVERSITY OF CALGARY, Geotechnical Engineering.** The University of Calgary Department of Civil Engineering invites applications for an Assistant Professor (tenure-track) in Geotechnical Engineering effective July 1, 1992. This position is directed towards those who have obtained a PhD in the last two years in any aspect of Geotechnical Engineering. Candidates will be expected to teach junior engineering courses as well as undergraduate and graduate courses in geotechnical engineering. The successful candidate will be expected to develop an active research program in the area of geotechnical engineering. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and invites applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent by January 15, 1992 to: Dr. N.G. Shrive, Head, Department of Civil Engineering, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

**UNIVERSITY OF REGINA, Assistant Professor - Faculty of Engineering.** Industrial Systems Engineering emphasizes the analysis and design of industrial facilities, equipment and processes taking into account economic, administrative and societal concerns. Applications are invited for a tenure-track position at the assistant professor level in Industrial Systems Engineering. Applicants should have a Ph.D. in Industrial Engineering or related engineering field. The successful candidate would be expected to teach undergraduate and graduate classes and conduct research in more than one of the following areas - facilities planning, robotics, CAD/CAM, simulation and modelling and human factors engineering. Research ability and good teaching skills are desirable assets. Rank and salary will be commensurate with qualifications and experience. Effective date: May 1, 1992. Applicants should send a detailed resume indicating their immigration status in Canada and the names and addresses of three referees by January 31, 1992 to: Dr. R. Seshadri, Dean, Faculty of Engineering, University of Regina, Regina, Saskatchewen, Canada, S4S 0A2. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal people, people with disabilities, visible minorities and women.

**UNIVERSITY OF WATERLOO. The Department of Electrical & Computer Engineering** at the University of Waterloo is seeking candidates for appointment to a tenure track faculty position in the semiconductor devices and integrated circuits area. The level of the appointment and salary will be commensurate with the qualifications of the candidate. The can-

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**The University of Manitoba**

## RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available over the next year beginning January 1, 1992 in the following fields: Transcriptional regulation, neurotransmitter-receptor binding/transduction, serotonin receptor pharmacology, cardiovascular pharmacology; vascular smooth muscle hypertension research; developmental endocrinology, gonadotropin regulation in the ovine fetus, molecular endocrinology, perinatal physiology; mechanisms of neural injury following HIV infection — techniques; tissue culture, protein electrophoresis, immunochemistry, molecular biology; health policy research, epidemiology; immunology, immunopathology, allergy, protein chemistry, recombinant DNA technology, molecular biology, immunogenetics, allergens, monoclonal antibody production, flow cytometry, organic chemistry of natural macromolecules, chemistry of biopolymers, regulation of the immune response, structure-function relationships of Fc receptors for IgE, epitopes of common allergens, T and B cell clones, immunomodulators, immunological tolerance, tolerogenic conjugates, antigen-polymer conjugates, idiotypic networks, tissue culture technology; cell biology; neurochemistry, lipids and signal transmission in biological membranes, multiple sclerosis, phospholipid metabolism, Alzheimers disease; molecular genetics, molecular cytogenetics; electrophysiology of antiarrhythmic drugs, pathophysiology of platelet-activating factor in the heart and phospholipid metabolism in the heart. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment save for designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vita, bibliography and names of referees, should be sent to **Mrs. Jeen Zushman, Executive Assistant to the Vice-President (Academic) and Provost, Room 202 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

# UNIVERSITY OF NORTHERN BRITISH COLUMBIA

## DEANS OF THE FACULTIES

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University of Northern British Columbia (UNBC) invites applications for the following decanal positions:

1) **Dean of the Faculty of Natural Resources and Environmental Studies**

2) **Dean of the Faculty of Management and Administration**

3) **Dean of the Faculty of Health and Human Sciences**

4) **Dean of the Faculty of Arts and Sciences**

5) **Dean of Research and Graduate Studies**

Imaginative and innovative individuals are required who are capable of providing the leadership required to establish Faculties at a new university with a broad provincial and regional mandate and a desire to quickly establish a strong reputation in both instruction and research. The candidates will be responsible for the initiation and expansion of programs. They will oversee the daily affairs of their Faculty; represent the needs of the Faculty to the Vice-President (Academic), President and Senate; and execute the university's academic and administrative regulations and policies.

Candidates will have records of significant scholarly achievement, demonstrated academic leadership ability and a commitment to the maintenance of the quality of both undergraduate and graduate programs. The candidates will also have strong administrative skills, especially in budget preparation and management.

The University of Northern British Columbia is Canada's newest university and the fourth publicly funded university in the province. It has a mandate to serve the northern two-thirds of British Columbia. It will have a main campus in Prince George (pop. 70,000). The university will offer a range of Arts, Science, Social Science and Professional programs specifically targeted to meet the needs of northern British Columbia. It will offer graduate programming and will conduct research in a wide range of areas but with an emphasis upon subjects of relevance to northern British Columbia. It will develop international contacts primarily in two areas, the Circumpolar North and the Pacific Rim.

Salaries are open, depending upon qualifications and experience.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to the principle of equity in employment.

Applications, accompanied by a curriculum vitae and the names of at least three referees, will be received until the positions are filled. **Priority will be given to applications postmarked before December 31st, 1991.**

Applications should be sent to:

UNBC

**Geoffrey R. Weller, President**
**University of Northern British Columbia**
**Bag 1950, Station A**
**Prince George, British Columbia**
**CANADA V2L 5P2**

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L'Université Concordia est à la recherche

# d'un directeur ou d'une directrice du Centre de l'éducation permanente

dont le mandat de cinq ans, renouvelable, prendra effet le 1er juin 1992.

Ayant à l'esprit l'attachement de l'Université à servir la communauté et à offrir des programmes d'enseignement destinés aux personnes de tous âges et de tous milieux, le directeur ou la directrice travaille activement à l'élargissement de la portée et à l'amélioration de la qualité des programmes proposés par le Centre. L'Université tient pour prioritaires l'expansion et la consolidation de ses services d'éducation permanente.

Il incombera à la personne titulaire d'élaborer et de mettre en oeuvre la mission de l'Université en matière d'éducation permanente. Elle aura des responsabilités particulières dans le développement de nouveaux programmes, l'amélioration des programmes actuels, le renforcement des systèmes de réalisation des programmes et la mise sur pied du soutien financier extérieur, crucial à la viabilité et la stabilité du Centre. Elle s'acquittera de ces tâches en tenant compte des besoins et aspirations des membres des communautés desservies par l'Université.

Dans l'exercice de ses fonctions, le directeur ou la directrice devra faire preuve des aptitudes à la communication et à l'administration nécessaires à une gestion efficace, à l'innovation en matière d'éducation et à la planification. Les éléments constitutifs du Centre, dont l'Institut des langues, l'Institut d'informatique et la section de l'Administration des affaires, seront de son ressort. En outre, la personne devra établir les liaisons entre le Centre et les unités pertinentes de l'Université. La maîtrise du français et de l'anglais est indispensable. Le traitement est fonction de l'expérience.

**L'Université Concordia souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.**

Prière d'envoyer, au plus tard le ***31 janvier 1992 à 17 h***, les lettres de demande et les mises en candidature ainsi que les **curriculum vitae et le nom de trois personnes répondantes** au Vice-rectorat à l'enseignement et à la recherche, AD-231, Université Concordia, 7141, rue Sherbrooke ouest, Montréal (Québec) H4B 1R6.

Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens et citoyennes canadiens ainsi qu'aux résidents et résidentes permanents. Les candidatures et mises en candidature seront traitées dans la plus stricte confidentialité.

UNIVERSITÉ Concordia

ON VOUS PRÉPARE POUR LE MONDE

didate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhie, Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO. The Department of Electrical & Computer Engineering** at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical and computer engineering but preference will be given to persons specializing in computers (especially software systems) and circuits and systems. The department also invites applications for definite-term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The latter positions are being funded under the auspices of the Information Technology Research Centre (ITRC). The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhie, Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## ENGINEERING
## INGÉNIERIE

**ECOLE POLYTECHNIQUE:** L'Institut de génie énergétique de l'Ecole Polytechnique est à la recherche de candidat(e)s pour occuper un poste de professeur(e) adjoint(e) en génie énergétique. Fonctions: Les candidat(e)s à ce poste devront obtenir un doctorat (Ph.D.) dans une discipline pertinente du génie. Le personne choisie aura à participer à l'enseignement du génie énergétique au niveau des études de 1er, 2e et 3e cycles et sera appelée à diriger des projets ainsi que des mémoires et thèses. Une expérience professionelle dans le domaine des turbines à gaz, des turbines à vapeur et de l'utilisation d'appareils de combustion industriels est souhaitable. Une solide connaissance des technologies du gaz naturel, du pétrole et du charbon en centrales thermiques serait aussi un atout important. De plus, une expérience de recherche universitaire et de la recherche en collaboration avec l'industrie serait souhaitable. Exigences: Une expérience est requise dans au moins un des domaines de recherche suivants: simulation numérique d'écoulements réactifs; technologie de combustion à bas NOx; gazotechnologies. La langue de travail de l'établissement est le français et les candidat(e)s doivent être membres de l'Ordre des ingénieurs du Québec ou y être admissibles. Une expérience en industrie serait un atout. Salaire et conditions: les traitements et avantages sociaux seront déterminés conformément aux normes en vigueur à l'Ecole Polytechnique. Date d'entrée en vigueur: au plus tard le 1er février 1992. Les candidatures accompagnées d'un curriculum vitae et de références doivent parvenir avant le 10 janvier 1992 avec mention du poste désiré, au: Directeur, Institut de génie énergétique, Ecole Polytechnique de Montréal, C.P. 6079, succursale "A", Montréal (Québec) H3C 3A7. Conformément aux lois sur l'immigration, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents, homme ou femme. Nous offrons des chances d'emploi égales à tous.

## ENGLISH

**UNIVERSITY OF PRINCE EDWARD ISLAND: Academic Vacancies - English.** We invite applications for two tenure-track positions (subject to budgetary approval) in the Department of English, preferably at the Assistant Professor level. Applicants should have a Ph.D. or be very close to completion. For both of these positions, dedication to and demonstration of excellence in undergraduate teaching are of equal importance to scholarly accomplishment. One position will require a strong background in drama; the other position will require a strong background in British literature since 1600. Applicants should be prepared to teach in two or more of the following areas: Shakespeare, Romantics, Survey British 1832, Children's Literature, and Modern and Contemporary Drama. In addition, European Literature in Translation or Bibliography and Research Methods would be an asset. Instructors in the department teach six semester-long undergraduate courses annually. A typical teaching assignment is apportioned: one-third to upper level specialized courses, one-third to introductory literature, sophomore survey, or other sophomore courses, and one-third to first-year composition courses. Salary is commensurate with qualifications and experience. Send letter of application, curriculum vitae, copies of three recent publications, names of three referees, and evidence of ability to teach, including course evaluations and statement of teaching philosophy to: Dr. Richard Lemm, Chair, Department of English, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. The effective date of the appointments is August 1, 1992. The closing date for receipt of applications and supporting material is February 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF PRINCE EDWARD ISLAND: Academic Vacancy - English.** We invite applications for a ten-month sabbatical replacement (subject to budgetary approval) at the Assistant Professor level. Applicants should have a Ph.D. or be very close to completion. We are seeking applicants with a demonstrated commitment to excellence in undergraduate teaching. Applicants should be prepared to teach 19th and 20th century British Literature, Composition, and Introductory/Survey courses. The successful candidate will teach six semester-long undergraduate courses. Salary will be commensurate with qualifications. Send letter of application, curriculum vitae, copies of any recent publications, names of three referees, evidence of ability to teach, including course evaluations and statement of teaching philosophy, to: Dr. Richard Lemm, Chair, Department of English, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. The effective date of the appointment is August 1, 1992. The closing date for receipt of applications and supporting material is February 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND: Contractual Appointments in English.** Applications are invited for a number of limited 8- or 9-month leave replacements (subject to budgetary approval) to commence September 1, 1992. Candidates should have a doctoral degree or equivalent, and some teaching experience. Any field of specialisation will be considered, but the following are particularly sought: Rhetoric, Language, and Theatre/Drama. Duties will include the teaching of first-year English as well as senior courses. Applicants should provide transcripts and three letters of reference. Please address any enquiries, documents by February 15, 1992 to: Dr. E.R. Epperly, Head, Department of English Language and Literature, Memorial University of Newfoundland, St. John's Newfoundland A1C 5S7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND: The Department of English Language and Literature** invites applications for up to four tenure-track positions preferably at the assistant professor level. Subject to budgetary approval, the positions would begin 1 September 1992. We are looking for candidates in the following areas and combinations of areas: American Literature, introductory morphology and syntax of English, ESL, Nineteenth-Century literature (with interest in at least two of British, Canadian, American or cognate courses), advanced composition, and rhetoric. The teaching of first-year English will be a regular part of work load. Candidates should have a completed Ph.D. (or near completion) and strong evidence of excellence and potential in teaching and research. Applicants should send a letter, a c.v., a writing sample, and the name of three referees (who have been requested to send letters) to Dr. Elizabeth R. Epperly, Head, Department of English, Arts Building, Memorial University, St. John's, Newfoundland, A1C 5S7 by 31 January 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**ACADIA UNIVERSITY, WOLFVILLE, N.S.: Department of English.** Applications are invited for a tenure-track position at the rank of Assistant Professor with specialization in Romantic literature and with one other teaching area in Commonwealth, Modern Drama, or the History of the Novel. Duties will involve the teaching of courses and the supervision of theses at both the undergraduate and M.A. level. Applicants must hold the Ph.D. by the appointment date of July 1, 1992. Interested persons should have an application, transcript of academic record, curriculum vitae, and three confidential letters of reference sent to Dr. Gwendolyn Davies, Acting Head, Department of English, Acadia University, Wolfville, N.S., B0P 1X0 (tel. 902-542-2201, ext. 264, FAX 902-542-4727) by 1 February 1992. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia is an equal opportunity employer. Please refer to Position Number 10411.

**UNIVERSITY OF WATERLOO, Department of English, Canadian Literature.** Applications are invited for a tenure-track position of the assistant professor level in Canadian Literature. Duties will include teaching undergraduate and graduate courses (MA and Ph.D.) with the possibility of some involvement in the Canadian Studies Program. Salary will depend upon qualifications. Appointment effective July 1, 1992. Closing date for applications is January 15, 1992. Send resumes to Dr. Gordon Slethaug, Chair, Department of English, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The availability of this position is subject to budgetary approval. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## ENVIRONMENTAL STUDIES

**YORK UNIVERSITY: The Faculty of Environmental Studies** at York University wishes to make two tenure-stream appointments at the Assistant Professor level, effective July 1, 1992, subject to budget approval. Successful applicants will have expertise in one or more of the following areas: (1) ecology; environmental education; environmental policy; environmental economics. The successful applicants will be expected to teach and advise students at the undergraduate and graduate levels and will have demonstrated ability in practice and theory in their areas of expertise. Applicants should hold a PhD degree in a relevant field or have equivalent academic or professional experience. Familiarity with appropriate uses of microcomputers in their area of expertise will be regarded as an advantage. The Faculty expects applicants to demonstrate enthusiasm for and competence in working with students in a highly individualized program, commitment to interdisciplinary education, research, and collegial collaboration therein; and explicit commitment to explore the relationships underlying nature and society in their research and teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty. Letters of application should include a statement describing your approach and focus, and should include a CV and the names of three referees familiar with the applicant's academic and professional work. Applications should be addressed to: Edward S. Spence, Dean, Faculty of Environmental Studies, York University, L.G. Lumbers Building, 4700 Keele Street, North York, ON M3J 1P3.

## FINE ARTS

**UNIVERSITY OF WATERLOO: The Department of Fine Arts,** University of Waterloo, invites applications for a tenure track position in studio art, effective July 1, 1992 for a three year tenure track term. An M.F.A. is preferred along with a strong exhibition record and teaching experience. Candidates will be expected to teach foundation courses. Candidates with e wide area of expertise including such areas as printmaking and sculpture are encouraged to apply. This appointment will be at the Assistant Professor level. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, 20 recent slides, and arrange for three letters of reference to Professor Don MacKay, Chair, Department of Fine Arts, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be received until March 1, 1992. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## FRENCH

**THE UNIVERSITY OF BRITISH COLUMBIA: Vacancy - French.** The Department of French invites applications for the following tenure-track position: Assistant Professor. Doctorate (by September 1992) in one of the relevant fields; demonstrated research and teaching ability. Applicants must have a specialization in either contemporary approaches to French intellectual history or the theory of theatre, with a concentration on twentieth-century French and/or Québécois theatre. Candidates must be bilingual with native or near-native fluency in French. Teaching duties will normally include language instruction. Salary will be determined according to qualifications and experience. The effective date of appointment is 1 July 1992. Closing date for application is 15 January 1992. The position is subject to final budgetary approval. Send applications, including a detailed curriculum vitae and the names of at least three referees, to Professor V. Raoul, Acting Head, Department of French, 797-1873 East Mall, The University of British Columbia, Vancouver, B.C. V6T 1Z1; Fax: (604) 822-6575. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. UBC encourages qualified women and minority applicants.

**THE UNIVERSITY OF BRITISH COLUMBIA: Vacancy - French.** The Department of French invites applications for the following tenure-track position: Assistant Professor in French Linguistics. Doctorate (by September 1992) in one of the relevant fields; demonstrated research and teaching ability. Applicants must have a specialization in either historical grammar of French or in formal stylistics (rhetoric, theory of enunciation, structural stylistics, etc.) applied to French texts. Solid background in phonetics and/or phonology a asset. Candidates must be bilingual with native or near-native fluency in French. Teaching duties will normally include language instruction at all levels. Salary will be determined according to qualifications and experience. The effective date of appointment is 1 July 1992. Closing date for application is 15 January 1992. The position is subject to final budgetary approval. Send applications, including a detailed curriculum vitae and the names of at least three referees, to Professor V. Raoul, Acting Head, Department of French, 797-1873 East Mall, The University of British Columbia, Vancouver, B.C. V6T 1Z1; Fax: (604) 822-6675. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. UBC encourages qualified women and minority applicants.

**SIMON FRASER UNIVERSITY:** Applications are invited for a tenure-track post at the rank of Assistant Professor to be filled in the Department of French, Simon Fraser University, effective September 1, 1992. In accordance with Canadian immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Qualifications: 1) Ph.D. in French linguistics or French literature; publications desirable; 2) Total fluency in oral and written French and English; 3) Specialization in either semantics and lexicology or stylistics, discourse analysis and literary theory. Responsibilities: Teaching French linguistics (semantics and lexicology) or stylistics and discourse analysis at the undergraduate and graduate level. Position subject to budgetary approval. Salary: As per placement on Assistant Professor scale. Deadline: Until filled. Applications, together with a Curriculum Vitae and the names and addresses of three referees, should be sent to: Dr. Rosena Davison, Chair, Department of French, Simon Fraser University, Burnaby, B.C. V5A 1S6; Fax No. (604) 291-5932.

**THE UNIVERSITY OF WINNIPEG: Department of French.** Applications are invited for a tenure-track position, subject to budgetary approval, effective September 1, 1992 at the rank of Assistant Professor, to teach various levels of language courses. A strong backgroung in Stylistics or FSL would be an asset. In addition, Renaissance literature is a possible secondary teaching area. Candidates should hold the Ph.D., and have experience in undergraduate teaching. Salary commensurate with experience and qualifications. Applications, curriculum vitae, three letters of reference and copies of publications, if any, should be submitted by January 31, 1992 to Dr. K.W. Meadwell, Chair, Department of French, University at Winnipeg, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITÉ D'OTTAWA: Département des lettres françaises.** Le Département sollicite des candidatures à deux postes de professeur(e)s adjoint(e)s conduisant à la permanence. Fonctions: a) Enseignement aux trois cycles d'études; b) Encadrement d'étudiants des 2e et 3e cycles; c) Recherches, publications et participation à des équipes de recherche. Les personnes choisies devront être rapidement admissibles à l'Ecole des études supérieures et de la recherche. Domaines: Le Département cherche des personnes aptes à oeuvrer dans une combinaison des secteurs suivants: littérature québécoise contemporaine, littérature française contemporaine, théorie littéraire, politique des langues, formation théorique approfondie est essentielle. Les personnes choisies seront aussi appelées à donner des cours de langue (grammaire et rédaction) au premier cycle. Critères D'admissibilité: Doctorat, publications, expérience d'enseignement avec bonnes évaluations. Entrée en fonction: le 1er juillet 1992. Prière d'adresser sa lettre de candidature, son curriculum vitae complet et à jour, un exemplaire de ses principales publications, des évaluations de son enseignement et trois (3) lettres de recommandation à Monsieur Robert Major, directeur, Département des lettres françaises, Université d'Ottawa, 165, rue Waller, Ottawa (Ontario) K1N 6N5. Date de clôture: le 10 janvier 1992. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi.

**THE UNIVERSITY OF CALGARY: Assistant Professors of French (three positions).** The Department of French, Italian and Spanish expects to appoint three Assistant Professors of French to tenure-stream appointments in the next two years, one on July 1, 1992 and two on July 1, 1993, as part of the process of consolidating its undergraduate curriculum and expanding its graduate programmes. We are seeking specialists in Sixteenth and/or Seventeenth Century French Literature, Nineteenth Century French Literature, and Twentieth Century French Literature. Candidates with interests in the poetry or theatre of one of these periods are particularly encouraged


The University of Manitoba

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## RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available over the next year beginning January 1, 1992 in the following fields: Reproductive physiology/endocrinology involving RIA, tissue culture, cell biochemistry, microbiology, mycology, post harvest plant physiology, animal genetics, animal nutrition, reproductive physiology (male/female), nutritional biochemistry and toxicology, poultry nutrition, endocrinology of domestic animals, hormones and receptor changes under different physiological conditions; Bentgrass seed production and management including cultivar evaluation, breeding, and agronomics of stand establishment, maintenance and renovation; structure and functionality of wheat proteins and carbohydrates; product and service development for an aging population; electromagnetic field modelling and antenna analysis and design; quantitative ultrasonic elastic wave scattering, bifurcations in structural dynamics; pharmaceutical chemistry, pharmacokinetics, drug metabolism, steroid chemistry, pharmaceutics, pharmaceutical technology; mineralogical crystallography; thyroid function in fish; theoretical condensed matter physics, low and intermediate energy subatomic physics, mass spectroscopy, condensed matter physics, and optical spectroscopy. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment save for designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vita, bibliography and names of referees, should be sent to Mrs. Jean Zushman, Executive Assistant to the Vice President (Academic) and Provost, Room 202 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.



MOUNT SAINT VINCENT UNIVERSITY

invites nominations and applications for the position of

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## Vice-President (Academic)

Mount Seint Vincent University, loceted in Helifax, is Caneda's only university dedicated primerily to the higher education of women. Founded by the Sisters of Cherity in 1873, today the University is widely recognized for its leading role in both women's educetion development and the research end analysis of issues related to women's status world wide. We offer undergraduate degree programs in arts and science together with selected protessional progrems end graduate degree progrems in an environment offering e high degree of personelized education. Total enrolment is approximately 3500 with e teculty of 250.

The vice-president (academic) is the senior academic officar of the university reporting directly the president on metters releted to ecedemic programs, policy and planning. The position requires e person who has a strong commitment to teeching, research end scholerly activity, capeble of providing leadership in carrying out the ecedemic mission of the university. In particuler, we seek e person who understends the need to foster our strong undergraduate erts and science core as well as the need to balence and integrete the requirements of professionel progrems.

The appointment will commence on 1 July 1992 or at e mutuelly agreeeble dete. Send applications end nominations, which must be received no leter then 31 Jenuary 1992, to:

Search Committee for Vice-President (Academic)
President's Office
Mount Saint Vincent University
Halifax, Nova Scotia
B3M 2J6

In accordance with Canedian immigretion reguletions, this edvertisement is directed to Canadien citizens and permanent residents.



Mount Saint Vincent University

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Invites Nominations and Applications for appointment to:

## THE NANCY ROWELL JACKMAN CHAIR IN WOMEN'S STUDIES

The Chair is designed to bring to the University visiting scholars in Women's Studies or persons in public life who have contributed to the advancement of women, for a term ranging from one to two years, renewable, beginning July 1, 1993 (negotiable). The holder of the Chair should be a distinguished scholar or generalist of stature. Duties associated on and off campus, the teaching of one course in women's studies and conducting stimulating research.

Nominations and/or applications, the latter accompanied by a curriculum vitae and the names and addresses of three referees, should be sent prior to March 15, 1992 to:

RE: Nancy Rowell Jackman Chair
Dr. Rosemarie Sampson
Chair, Nancy Rowell Jackman Committee
Mount Saint Vincent University
Halifax, Nova Scotia
B3M 2J6

to apply. Applicants will also be expected to be familiar with current approaches to literary theory. PhD, mastery of oral and written French, and teaching experience required. Publications in the field(s) of interest an asset. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applicants should send an application and curriculum vitae, and should arrange for three confidential letters of reference to be sent by January 15, 1992, to: Professor O.C. Walker, Head, Department of French, Italian and Spanish, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

**UNIVERSITY OF CALGARY: Professeur(e)s adjoint(e)s de français (Trois Postes).** Le département se propose, dans le dessein qu'il a formé de consolider ses programmes de premier cycle et de cycle supérieur, de combler, dans les deux années à venir, trois postes de professeur(e) adjoint(e) menant à la permanence; un poste devant entrer en vigueur le 1er juillet 1992; deux postes, le 1er juillet 1993. Les postes à pourvoir intéressent la littérature française des XVIe et/ou XVIIe, XIXe, XXe siècles; la préférence sera donnée à un candidat(e)s engagés dans la recherche sur le poésie ou le théâtre, et qui témoigneront d'une connaissance approfondie des différentes approches et théories critiques modernes. Doctorat et expérience dans l'enseignement, ainsi que maîtrise du français oral et écrit exigés. Publications en regard avec la ou les spécialisations un atout. Conformément aux exigences de l'immigration canadienne, la priorité sera donné aux cloyens canadiens et aux résidents permanents. L'Université de Calgary a une politique d'équité en matière d'emploi et invite toutes les personnes qualifiées, y compris les femmes, les autochtones, les personnes handicapées et les membres des minorités visibles, à poser leur candidature. L'université offre un programme d'aide à l'emploi pour les conjoints. Les candidat(e)s sont priés d'adresser leur demande accompagnée d'un curriculum vitae et appuyée entièrement par trois lettres de recommandation confidentielles, à: Professeur O.C. Walker, Directeur, Department of French, Italian and Spanish, The University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4. Les candidatures seront reçues jusqu'au 15 janvier 1992.

## GEOGRAPHY

**CARLETON UNIVERSITY: Department of Geography, Tenure Track Position.** Subject to budgetary approval, applications are invited for a tenure-track position at the Assistant Professor level beginning 1 July 1992. Applicants should have a background in physical geography, preferably with teaching and research interests in hydrology and a focus on environmental management. This position will augment the Department's research on the social and biophysical implications of environmental change and involves graduate and undergraduate teaching responsibilities. A completed Ph.D. and strong teaching, research, and publications' records are required. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified candidates are also invited to apply. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Submit a curriculum vitae and the names of three referees by January 15, 1992 to the attention of: Professor Michael Fox, Chairperson, Department of Geography, Carleton University, Ottawa, Ontario K1S 5B6.

**CARLETON UNIVERSITY: Department of Geography, Term Position.** Subject to budgetary approval, applications are invited for a contractually limited 12 month term position at the Lecturer or Assistant Professor level beginning 1 July 1992. Applicants should have teaching and research interests in economic geography. Candidates should possess a Ph.D. or be near completion of the degree. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified candidates are also invited to apply. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Submit a curriculum vitae and the names of three referees by January 15, 1992 to the attention of: Professor Michael Fox, Chairperson, Department of Geography, Carleton University, Ottawa, Ontario, K1S 5B6.

**UNIVERSITY OF BRITISH COLUMBIA, Department of Geography.** Applications are invited for a tenure-track position as Assistant Professor, commencing 1 July 1992. Salary commensurate with qualifications and experience, and subject to budgetary approval. The successful applicant may be either a physical or a human geographer, but will be expected to have completed a PhD degree by the time of appointment and to have an active programme of research in Northern Canada. Post-doctoral experience will be an advantage, as will expertise in one of the following areas: geomorphology, resource geography, Native studies. The appointee should have a strongly developed systematic field of study and will also be required to offer undergraduate courses and graduate supervision in aspects of the geography of the Canadian North. A commitment to high-quality teaching is essential. Send a personal resume, names of three referees and samples of published material to: Dr. Derek Gregory, Department of Geography, 1984 West Mall, University of British Columbia, Vancouver, B.C. V6T 1Z2, Tel: 604-822-3246. Deadline for receipt of applications: January 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants.

**BRANDON UNIVERSITY: Sabbatical Replacement Position - Department of Geography.** Applications are invited for a one year sabbatical replacement position, commencing July 1992. Qualifications: Ph.D. preferred, teaching and research experience desired. Duties: The successful applicant will be required to teach an introductory Human Geography course, Introduction to Weather and Climate and other courses within her/his area of specialization. Salary: Rank and Salary according to qualifications and experience (1992-93 range Assistant Professor salary: $34,978 - $54,303). Send letter of application and curriculum vitae and arrange for three letters of reference to be sent to the address below. In accordance with Canadian immigration requirements Canadian citizens and permanent residents will be given priority. Brandon University is committed to an equal employment program - both women and men are invited to apply. Deadline for applications is February 3rd, 1992. Apply: Dr. John C. Everill, Chairman, Department of Geography, Brandon University, Brandon, Manitoba, Canada, R7A 6A9; Telephone: (204) 727-9766; Fax: (204) 728-4573.

**WILFRID LAURIER UNIVERSITY, WATERLOO, ONTARIO, CANADA, N2L 3C5. The Department of Geography** invites applications for sabbatical replacement positions. Candidates should be able to teach one of the following sets of courses: Introductory Geography (Human and Physical), Physical/Resources (Hazards, Energy, Physical) and Cultural/Historical. Starting date July 1, 1992. Candidates are expected to teach at the undergraduate and graduate level and should have a Ph.D. at the time of appointment. Deadline for applications is February 28, 1992. These positions are subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Wilfrid Laurier University welcomes applications from all qualified women and men. The University provides a smoke-free work environment. Please send curriculum vitae with the names of three referees to Dr. A. Hecht, Chair, Phone 519-884-1970, ext 2608; FAX 519-886-0351.

**UNIVERSITE D'OTTAWA, OTTAWA, ONTARIO: Département de géographie.** Le département sollicite des candidatures en vue d'un poste de professeur adjoint(e) pour un poste conduisant à la permanence en analyse des ressources ou en géographie physique. La priorité sera accordée aux personnes maîtrisant les approches quantitatives. La langue d'enseignement est le français et le/la candidat(e) doit être fonctionnellement bilingue. L'entrée en fonction est fixée au 1er juillet 1992 et le traitement et la charge de travail seront en conformité avec la convention collective. Le département compte un corps enseignant de 17 personnes; il offre des programmes de concentration et spécialisation en géographie ainsi que des programmes d'études supérieures conduisant à la maîtrise et au doctorat. Les candidats et candidates doivent détenir un Ph.D. et posséder un solide dossier de recherche. Conformément aux exigences de l'immigration au Canada, la priorité sera donnée aux citoyens et citoyennes du Canada ou aux personnes résidant de manière permanente au Canada. L'université applique une politique d'équité en matière d'emploi. Les candidats et candidates devront faire parvenir leur curriculum vitae et s'assurer pour que trois lettres de recommendation soient envoyées avant le 31 décembre 1991. Dr. Roger A. Roberge, directeur, Département de géographie, Université d'Ottawa, Ottawa, Ontario K1N 6N5; tel: (613)564-2395.

**UNIVERSITY OF OTTAWA, OTTAWA, ONTARIO: Department of Geography.** The Department invites applications for a tenure track position at the Assistant Professor level in resource analysis or physical geography with a solid background in quantitative methods. The language of instruction is French and the candidate should be functionally bilingual. The starting date for this position is July 1, 1992 and salary and work load will be established in conformity with the collective agreement. The Department has a faculty of seventeen members, offers undergraduate concentration, and honours degrees, and has a graduate programme leading to the M.A. and Ph.D. Candidates must possess the Ph.D. and have a proven research record. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University subscribes to a policy of employment equity. Applicants should send a curriculum vitae and arrange to have three letters of reference sent prior to December 31, 1991. Dr. Roger A. Roberge, Chair, Department of Geography, University of Ottawa, Ottawa, Ontario K1N 6N5; tel: (613)564-2395.

## GEOLOGY

**CONCORDIA UNIVERSITY:** Applications are invited for two tenure track positions at the rank of Assistant Professor (current salary floor $36,740); the first position in any one or more of the fields of Structural Geology, Tectonics, Metamorphic Petrology and Remote Sensing, (as applied to Structural Geology and /or Tectonics) and the second position in Environmental Earth Sciences. The applicants could have any of a number of areas of emphasis within the above fields. Applications from scientists in any area who feel they can contribute to teaching and research in Environmental Earth Sciences will also be considered for the second position. Candidates must have a PhD in Earth Sciences and a record of published research in the candidate's area(s) of specialization. They must have a strong commitment to undergraduate teaching and to research. The selected candidate in Environmental Earth Sciences will be expected to contribute in activities of the school of Environmental Studies, which is now in the planning stage. The appointments will be made effective August 1, 1992. Applications, including curriculum vitae and names of three referees, should be sent before January 31, 1992 to: Dr. K.K. Mukherji, Chair, Department of Geology, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Prior to submitting formal applications, candidates are welcome to seek information about the Department, its present and future academic programmes by calling Dr. Mukherji at (515) 848-3302. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. All things being equal women candidates shall be given priority, in accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens, permanent residents and ministerial permit holders.

## GERMAN

**UNIVERSITY OF NEW BRUNSWICK:** Applications are invited for a probationary (tenure-track) position in German which is expected to commence July 1, 1992. The appointment is subject to budgetary approval and will be at the assistant professor level. A completed Ph.D., native or near-native fluency, and demonstrated research potential are required. Experience in, and commitment to, teaching are essential. The Department offers undergraduate and graduate (MA) courses in German language, literature, linguistics and translation. The candidate will be responsible for teaching language courses at all levels, and literature courses in general, but an interest in earlier periods would be an asset. A curriculum vitae, copies of publications, and the names of three referees should be sent to Professor S. Dickson, Department of German and Russian, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applications must be received by February 15, 1992.

**UNIVERSITY OF VICTORIA:** Applications are invited for a tenure-track position at the rank of Assistant Professor in the Department of Germanic Studies to commence 1 July 1992. The Department offers three streams of emphases: language, literature, and cultural studies. Applicants may offer specialization in any of these areas. The Department also supports the University's intent to develop interdisciplinary studies. In addition to normal faculty responsibilities, duties include teaching at both undergraduate and MA-programme level. Candidates must have completed or nearly completed their Ph.D., have native or near-native fluency in German, and should show evidence of ability to publish their research. Knowledge of the methodology of teaching German as a second language would be an asset. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are especially encouraged to apply. Applicants must send a curriculum vitae by 30 December, 1991 and arrange for 3 confidential letters of reference to be sent to: Dr. Peter Liddell, Chair, Department of Germanic Studies, University of Victoria, P.O. Box 3045, Victoria, B.C., V8W 3P4.

## HISTORY

**WILFRID LAURIER UNIVERSITY:** The **Department of History** invites applications for a potential tenure track appointment, subject to budgetary approval, in early modern European history commencing July 1, 1992, at the rank of Assistant Professor. Applicants should be able to teach senior undergraduate and graduate courses in 16th-17th century Europe and have the capacity to teach undergraduate courses in Medieval history. Qualifications should include a Ph.D., teaching experience and some publications. Applicants should send their curriculum vitae, and arrange for three references to be sent to James Harkins, Chair, Department of History, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 by 31 January 1992. Wilfrid Laurier is committed to positive action and encourages applications from women, members of visible minorities and the disabled. The University provides a smoke-free environment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

**WILFRID LAURIER UNIVERSITY:** The Department of History invites applications

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University of Waterloo 140

The University of Waterloo invites applications and nominations for the position of

**DEAN OF THE FACULTY OF ENVIRONMENTAL STUDIES**

The University of Waterloo is continuing its search for candidates for the position of Dean of the Faculty of Environmental Studies. The initial five-year appointment will begin on July 1, 1992, or as soon as possible thereafter. The Faculty is the largest of its kind in Canada. There are four academic units — School of Architecture, Department of Environment & Resource Studies, Department of Geography and the School of Urban & Regional Planning. In addition to undergraduate degree programs in each of the four departments/schools, graduate programs leading to the MA and PhD degrees are offered in Geography and Planning. The Faculty also offers a MAES in Industrial Development and in Environment and Resource Studies. Co-operative education (alternating work/study terms) is available in all undergraduate programs in the Faculty, with approximately 1,500 full- and 450 part-time students enrolled. Graduate student enrolment is approximately 200. Total UW enrolment is 26,000.

The successful candidate will have a proven record of scholarship, teaching and administration in order to qualify for a tenured appointment at the senior level. Applications and nominations will be treated in confidence and are to be submitted at the earliest convenience, but no later than December 31, 1991 Where possible they should be accompanied by a detailed curriculum vitae and the names and addresses of three referees in a position to comment on a candidate's academic credentials and administrative experience, and should be directed to:

**Dianne Schelfele**
**Associate University Secretary**
**Needles Hall**
**University of Waterloo**
**Waterloo, Ontario**
**N2L 3G1**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages nominations of, and applications from, qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In view of UW's commitment to increase the number of women in faculty and senior administrative positions, women candidates are particularly welcome.

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Concordia University is seeking a

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# Dean, Faculty of Engineering and Computer Science

to take office 1 June, 1992 for a five-year renewable term.

The Dean is the academic leader of a dynamic Faculty of Engineering and Computer Science which currently comprises some 2600 students pursuing programmes in the Bachelor of Engineering, Bachelor of Computer Science, Master of Engineering, master of Applied Science and Ph.D., in addition to an undergraduate certificate and graduate diploma programme. In the departments of Civil Engineering, Electrical and Computer Engineering, Mechanical Engineering, Computer Science and the Centre for Building Studies, undergraduate programmes graduate offerings and in some instances, cooperative education programmes are housed. Research is carried out by a Faculty complement of 250 within the context of departments and research centres.

The ideal candidate will be an individual with national and international academic stature and credibility. In dealing with the external and internal communities, the interpersonal skills of the candidate are vital. The demonstrated ability to administer and manage, the capacity to carry through projects from beginning to end, the ability to communicate in French, excellent negotiating skills and the ability to collaborate effectively are essential.

The Dean must possess scope of vision, boldness and confidence, a commitment to inter- and multi-disciplinary programmes and a clear appreciation of the inter-relationships among the differing disciplines and the ability to reconcile varying positions within the academic community.

The Dean of the Faculty of Engineering and Computer Science is one of five Academic Deans, reporting to the Vice-Rector, Academic. The individual chosen should be able to work easily with a team of senior administrators which includes colleagues, as well as the senior administrators who form the Office of the Rector, sharing information and participating in major policy decisions.

**Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.**

Applications and nominations, including curriculum vitae and names of three possible referees should be sent by *February 2, 1992, 5:00 p.m.* to Dr. Rose Sheinin, Vice-Rector, Academic, Concordia University, 7141 Sherbrooke St. West, AD 231, Montreal, Quebec H4B 1R6.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured.

Concordia UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD

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Saint Mary's University 210

# Dean of Commerce

**Saint Mary's University, founded in 1802, is a metropolitan university with extensive international linkages in Eastern Europe, the Caribean and the Pacific Rim. The University, located in Halifax, Nova Scotia, serves a student body of more than 11,500 full- and part-time students. A comprehensive undergraduate program and selected graduate programs are offered in the Faculties of Arts, Science, Education and Commerce.**

**The Faculty of Commerce offers the largest undergreduate and greduate program in Atlantic Canada. Currently, there are more than 2500 undergreduates and 300 graduate students taught by over 60 full-time faculty members. The faculty are committed to prepare students for a rapidly changing and challenging global business environment. The Faculty includes the departments of Accounting, Economics, Finance and Management Science, Management and Marketing. Recognized for its innovation, the Faculty currently offers Eastern Canada's only Exacutive MBA program. A Masters of Business Administration/ Co-op program in Accounting will be offered in September 1992.**

**The Dean of Commerce is a member of the University's senior management team and is one of four Deans reporting to the Vice President, Academic and Research. The successful candidate will have significant experience in administrabon, research, teaching and business and be well qualified for senior academic rank. As well, the successful candidate should have an appreciation for university advancement, fund raising and community involvement.**

**The starting date for this appointment is July 1, 1992. The initial appointment will be for six years. Nominations and applications should be submitted with a résumé and the nemes of three referees before January 15, 1992 to:**

**Dr. J. Colin Dodds**
**Vice President, Academic and Research**
**Saint Mary's University**
**Halifax, Nove Scotia B3H 3C3**

**In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.**

**Saint Mary's University is committed to academic and research excellence, community and international outreach, public accessibility and fiscal responsibility.**

for a one-yaer contractually limited appointment, subject to budget approval, in modern European history commencing July 1, 1992 at the rank of Assistant Professor. Preference will be given to those prepared to teach undergraduate courses in modern European intellectual and social history. Qualifications should include a Ph.D., teaching experience and some publications. Applicants should send their curriculum vitae, and arrange for three references to be sent to James Herkins, Chair, Department of History, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 by 31 January 1992. Wilfrid Laurier is committed to positive action and encourages applications from women, members of visible minorities and the disabled. The University provides a smoke-free environment. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

**McGILL UNIVERSITY:** Applications are invited for the position of Director of East Asian Studies/Early, Medieval or pre-modern Chinese historian. Publications, teaching (graduate and undergraduate) and administrative experience required. An applicant must possess academic distinction, eligible for appointment as an Associate or Full Professor, and demonstrated teaching, research and administrative abilities. The candidate will be expected to develop an active teaching and research programme in the multidisciplinary Centre for East Asian Studies. Salary commensurate with rank and qualifications. Applicants are asked to send a c.v. and names of three referees to: Professor Carman Miller, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec H3A 2T7; Fax Number: 514-398-3594. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline: 1 February 1992.

**UNIVERSITY OF NEW BRUNSWICK: The Department of History of the University of New Brunswick invites applications for a tenure-track position at the rank of assistant professor in twentieth century U.S. history, effective July 1, 1992. This appointment is subject to final budgetary approval. Applicants must hold the Ph.D. and show promise of excellence at teaching and scholarly research. The position has been occupied by a specialist in American foreign policy, but applications are invited from all research specialties. Please send applications with curriculum vitae and three letters of recommendation to: Dr. T.W. Acheson, Chair, Department of History, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. The deadline for applications is February 28, 1992. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of equal opportunity.**

**ACADIA UNIVERSITY: The Department of History, Acadia University invites applications for a tenure-track position in Medieval/Early Modern European history. The position also involves teaching a course in historical methodology and a section of the introductory European civilization survey. Completed Ph.D., teaching experience, and publications required. Rank and salary according to qualifications. Applications, including a c.v. and names of three referees should be sent to: Dr. Samuel J. Nesdoly, Head, History Department, Acadia University, Wolfville, N.S., B0P 1X0. Application deadline, January 15, 1992. In responding to this advertisement please refer to Position #10701. Acadia University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.**

**ACADIA UNIVERSITY: The Department of History, Acadia University, invites applications for a tenure-track position in U.S. history (preferably 20th century), with secondary field(s) in Latin American or African/Asian history. Completed Ph.D., teaching experience, and publications required. Rank and salary according to qualifications. Applications, including a c.v. and names of three referees should be sent to: Dr. Samuel J. Nesdoly, Head, History Department, Acadia University, Wolfville, N.S., B0P 1X0. In responding to this advertisement please refer to Position #10709. Acadia University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.**

**UNIVERSITY DF OTTAWA: 1. The Department of History of the University of Ottawa invites applications for a tenure track position in the History of the Middle Ages. The candidate should be capable of teaching undergraduate courses on the Renaissance and the Reformation. 2. Starting Date: July 1st, 1992. 3. Requirements: Ph.D., publications and teaching experience. The candidate will be required to teach in both French and English from the time of appointment. 4. Rank. Assistant Professor. Salary: commensurate with experience. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to Dr. Julian Gwyn, D. Phil., Secretary to the Search Committee, Department of History, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. 6. Deadline for applications: January 31, 1992. Employment equity is University policy. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.**

**UNIVERSITE D'OTTAWA: 1. Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence pour un spécialiste en Histoire du Moyen Age apte à enseigner la période de la Renaissance et de la Réforme. 2. Entrée en fonction: le 1er juillet 1992. 3. Exigences: doctorat, publications et expérience dans l'enseignement. Le candidat ou la candidate retenu(e) devra enseigner en français et en anglais dès son engagement. 4. Rang: professeur adjoint. Salaire, selon l'expérience. 5. Prière de faire parvenir un curriculum vitae et trois lettres de recommandation à Julian Gwyn, D. Phil., Secrétaire du comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Canada, K1N 6N5. 6. Date limite de réception des demandes: le 31 janvier 1992. L'Université d'Ottawa a une politique d'égalité en matière d'emploi. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidants permanents du Canada.**

**UNIVERSITY DF WINDSOR: The History Department, University of Windsor, invites applications for a two-year limited term appointment, with a possible renewal for one year, commencing 1 July 1992. The appointment will be made at the Assistant Professor level in the field of British History. Teaching duties may involve all periods from 1485 to the present. Ability to teach early modern British history will be an advantage. Ph.D. required. Teaching experience and research publications prefarrad. This position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment and female candidates are especially encouraged to apply. Each candidate should send a curriculum vitae and the names of three referees to Dr. K. Pryke, Head, Department of History, University of Windsor, Windsor, Ontario, N9B 3P4; Fax (519) 973-7050. Applicetions will be accepted up until 15 January 1992.**

**BRANDDN UNIVERSITY: History Department, Canadian History. Applications are invited for a twelve month sabbatical leave replacement at the rank of Assistant Professor beginning September 1, 1992. A Ph.D. in History is preferred (but ABD's will be considered). Publications and teaching experience will be an asset. The salary will depend upon qualifications and experience (1992-93 assistant professor floor is $34,978.00). The successful applicant may be required to teach as much as 24 credit hours in twelve months, including at least 12 credit hours of the survey course in Canadian History. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Candidates should send copies of their university transcripts and curriculum vitae with their application and should also arrange for three letters of reference to be sent directly to the Dean's Office. The closing date for applications is March 1, 1992 and by this date all documents should be forwarded to: Dr. Peter John C. Hordern, Dean, Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9.**

**UNIVERSITY DF SASKATCHEWAN: Apolications are invited for a tenure-track position in Early Modern Britain (1450-1750), to be filled at the assistent professor level. The Ph.D. degree is required; publications are desirable. The department is particularly interested in the methodological orientation of candidates. Interested persons should arrange to have three letters of reference sent and should themselves send their letter of application and c.v. to Dale Miquelon, Head, Department of History, University of Saskatchewan, Saskatoon, SK, S7N 0W0. Competition deadline: December 31, 1991. The University of Saskatchewan is committed to the principles of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.**

**SIMON FRASER UNIVERSITY. The Department of History at Simon Fraser University invites applications for a tenure track appointment in Early Modern Europe to commence in September 1992. The appointment will be made at the Assistant Professor level, and the salary will match qualifications. This position is subject to budgetary aporoval. Preferred qualifications include a completed Ph.D., publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses in History, including Western Civilization, and will be expected to develop a strong research programme in his/her area of specialization. In accordance with immigration requirements, this advertisement is directed to individuals eligible for employment in Canada at the time of the application. Simon Fraser University is committed to the principles of equity in employment and offers equal employment opportunities to qualified applicants. Closing date for receipt of applications is January 15, 1992. Applicants should send a curriculum vitae and three letters of reference to: Dr. William Cleveland, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6.**

## HOTEL & FOOD ADMINISTRATION

**UNIVERSITY DF GUELPH: School of Hotel and Food Administration. Applications are invited for a new position up to the level of associate professor in the School of Hotel and Food Administration. The School presently has approximately 500 undergraduate students registered for the B.Comm. degree majoring in either Hotel and Food Administration or in Institutional Foodservice Management. A graduate program is expected to start in Fall 1992. The development of research is being given high priority. Additionally, the School has a major commitment to involvement in external programs such as the unique Advanced Management Program for the Hospitality Industry (AMPHI). Teaching at the undergraduate and graduate levels; participating in the School's advanced management development programs; student advising; developing an active research program and a specific involvement in the hospitality industry and/or teaching programs. The position is available from May 1992. Applications will be accepted up until the 28th February, 1992. Applicants should send a curriculum vitae and the names of three references to: Michael Nightingale, Director, School of Hotel and Food Administration, University of Guelph, Guelph, Ontario, Canada N1G 2W1; telephone (519)824-4120, ext. 6118; FAX (519)837-1521. Appointment is subject to final budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.**

## JAPANESE

**THE UNIVERSITY DF BRITISH CDLUMBIA: Position in Japanese. Apolications era invited for a tenure-track position at the Assistant Professor level in Japanese. Ph.D. required, as is an excellent command of spoken and written Japanese. Some North American college or university level language teaching experience required. Responsibilities will include: coordinating the department's Japanese language program, teaching some lower-level modern Japanese language, and offering graduate level courses in area of specialization. Applied linguistics and socio-linguistics are particularly encouraged to apply, but applications from other proven language teachers will also receive serious consideration. Salary commensurate with qualifications and experience, and subject to budgetary approval. Send curriculum vitae, copies of publications, and the names and addresses of at least three referees to Professor Michael S. Duke, Head, Department of Asian Studies, University of British Columbia, Vancouvar, B.C., Canada V6T 1Z2. The deadline for receipt of applications is February 14, 1992. The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.**

**THE UNIVERSITY DF AUCKLAND, NEW ZEALAND. A Lectureship in Japanese, Department of Asian Languages & Literatures (Vacancy UAC:100). Provision exists for an exceptionally wall qualified candidate to be appointed at higher levels - Senior Lecturer or Associate - Professor. The Department of Asian Languages and Literature was set up in 1965 to provide courses in Chinese, Japanese and Indonesian. Chinese language and literature studies were commenced in 1966 and courses in Indonesian and Japanese were introduced in 1968. Korean has been offered since 1988. The department has experienced rapid growth over the past ten years. The present staff of the Department consists of an Associate-Professor, 7 Senior Lecturers, 6 Lecturers and a number of part-time lecturers and tutors. Two chairs are at present being filled. East Asian and South East Asian Studies are taught in other departments of the University. Applicants must have a thorough knowledge of Japanese Languages and Literature and have near-native fluency in spoken Japanese. They should also be suitably qualified to teach Japanese Language and Literature in English speaking students up to advanced levels. Preference may be given to candidates with expertise in Modern Japanese Literature. Commencing salary will be established within the range: Lectureships $NZ37,440 - $NZ49,088 per annum; Senior Lecturers $NZ52,000 - $NZ60,944 per annum; Associate-Professors $NZ59,690 - $NZ75,920 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded as by 13 January 1992. Please quote Vacancy Number UAC:100 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.**

**BROCK UNIVERSITY, ST. CATHARINES, ONTARID, CANADA has an opening for a one-year appointment as Visiting Assistant Professor in the School of Administrative Studies and the Department of Applied Language Studies. The position requires teaching one course in Japanese Business Administration and one coursa in Introductory Japanese Language from September 1992 to April 1993. Please send a curriculum vitae and cover letter to Professors Jim Waters, Department of Applied Language Studies, Brock University, St. Calharines, Ontario, Canada, L2S 3A1; FAX: 001 1 416 688-2789. The deadline for applications is 31 December, 1991. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.**

**QUEEN'S UNIVERSITY IN KINGSTDN, ONTARIO invites applications for two contract positions to teach Japanese language. The first is either for up to thirty months starting January 1, 1992 (applications by November 30, 1991) or, if not filled, then up to twenty-four months starting July 1, 1992 (applications by February 29, 1992). The position requires teaching introductory through advanced Japanese during the academic year and continuing the development of materials for an intensive course in Japanese to be offered starting in May, 1992. Instruction in the intensive summer course will also be required. The second position will be a short-term contract, of about one month, to instruct on the intensive summer course. Applicants for both positions**

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**Faculty of Education**
**University of Toronto**

Applications are invited for a tenure-stream position in the following areas:

- **Science Education**
  (with emphasis on elementary education)
- **Technological Studies**

Preferred candidates for both positions will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary for the position will be commensurate with qualifications and experience.

The appointment will commence July 1, 1992, or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by January 15, 1992 to **Professor Michael G. Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.**

Both men and women are encouraged to apply.

Subject to budgetary approval.

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Concordia University is seeking a

# Director of the Centre for Continuing Education

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to take office on June 1, 1992 for a five-year renewable term.

In view of Concordia University's dedication to serving the community in which it is located and to providing educational opportunities to people of all ages and backgrounds, the Director will be expected to work actively to develop the scope and quality of the Centre's academic offerings. The University considers as one of its priorities to expand and strengthen its involvement in lifelong learning.

It will be the responsibility of the Director to develop and implement the mission of Concordia University with respect to the Centre for Continuing Education. The Director will have specific responsibilities for the development of new programmes, the enhancement of existing programmes, the strengthening of programme delivery systems and the development of external funding crucial to the financial viability and stability of the Centre. This is to be done with reference to the needs and aspirations of members of the communities served by the University.

In order to fulfil the mandate, the Director will be expected to have the interpersonal and managerial skills necessary for effective administration, educational innovation and planning. He or she will be responsible for the management of the constituent parts of the Centre, including the Language Institute, the Computer Institute and the Business Administration section. In addition, the Director will be required to develop linkages between the Centre and the appropriate units of the University. Fluency in French and English is essential. Salary will be commensurate with experience.

**Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.**

Applications and nominations, including curriculum vitae and names of three possible referees should be sent by *January 31, 1992, 5:00 p.m.* to the Office of the Vice-Rector, Academic, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, H4B 1R6.

In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured.

Concordia
UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD

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UNIVERSITÉ LAVAL

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**Département des littératures**

## PROFESSEUR, PROFESSEURE DE THÉÂTRE

Le Département des littératures de la Faculté des lettres de l'Université Laval désire pourvoir un poste de professeur de carrière.

**DESCRIPTION DU POSTE :**

La personne titulaire de ce poste devra assumer essentiellement l'enseignement pratique du théâtre ; elle devra aussi encadrer des étudiantes et étudiants aux trois cycles, mener des recherches pratiques en théâtre, participer aux activités départementales et universitaires.

**QUALIFICATIONS :**

- Doctorat portant sur le théâtre (ou l'équivalent).
- Formation pertinente en pratique théâtrale.
- Culture théâtrale étendue et connaissance approfondie des problèmes pratiques et théoriques du théâtre.
- Expérience pratique du théâtre (mise en scène, jeu).
- Aptitudes pédagogiques et intérêt pour l'enseignement universitaire.
- Expérience de l'enseignement et de la recherche en théâtre.

**L'Université Laval applique un programme d'accès à l'égalité qui consacre la moitié des postes vacants à l'engagement des femmes.**

Le traitement est selon la convention collective en vigueur.

**ENTRÉE EN FONCTION : Le 1er août 1992.**

Les personnes intéressées doivent laire parvenir leur curriculum vitae accompagné de trois lettres de recommandation avant le **15 janvier 1992** à :

**Madame Marthe Pagé, directrice**
**Département des littératures**
**Faculté des lettres**
**Pavillon Charles-De Koninck**
**Université Laval, Québec**
**G1K 7P4**

*En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyens canadiens et aux immigrants reçus.*

should have appropriate training for teaching Japanese as a foreign language up to the advanced level. A minimum of a Master's degree in a relevant area is required. The starting annual contract rate will be $25K. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Pleas send c.v. and names of three references to: Wm. E. Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario, Canada K7L 3N6. TEL: (613) 545-2305 or FAX: (613) 545-2013.

## JEWELLERY

**NOVA SCOTIA COLLEGE OF ART AND DESIGN - Sessional Appointment.** One eight-month Sessional Appointment (September 1, 1992 to April 30,1993), at the rank of Lecturer or Assistant Professor to teach undergraduate courses in Jewellery. An M.F.A. degree or equivalent professional experience is required. Teaching experience at the post-secondary level is desirable. Salary is dependent upon qualifications and according to the College salary grid. Closing date: January 30, 1992 or until position is filled. Send letters of application, Curriculum Vitae, a portfolio (maximum of 20 slides) and the names of three references to: Scott MacDougall, Dean, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. In accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and permanent residents of Canada. Applications from female candidates are particularly welcome.

## KINESIOLOGY

**UNIVERSITY OF WATERLOO: The Department of Kinesiology** at the University of Waterloo invites applications for a tenure track position in the Psychological and Behavioural Aspects of Motor Control. The appointment will be made at the Associate or Full Professor level. A PhD in Kinesiology or related discipline is required. The Department of Kinesiology is seeking candidates with a successfully funded research program which focuses on the control processes of human movement as it applies to skilled performance, learning, and/or the behavioural study of motor development. A strong appreciation of the relationship of cognition to these control processes is important. The successful candidate will be expected to teach both graduate and undergraduate courses and to work with a group that investigates human behaviour across a continuum from motor control to human behaviour as affected by the interactions between people. The Department has over 20 full-time faculty, 30,000 sq. ft. of laboratory space, and excellent ties to several health-related research centres. Salary will be commensurate with rank and qualifications. Applications including a curriculum vitae and the names of three references, should be directed to Professor P.J. Bishop, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. The effective appointment date is July 1, 1992. Applications will be accepted until the position is filled.

**UNIVERSITY OF WATERLOO: The Department of Kinesiology** at the University of Waterloo invites applications for a tenure-track position in the Social Psychological and Clinical Psychological aspects of Kinesiology. This position is at the Assistant Professor level. A PhD in Kinesiology, Social Psychology, Psychology or related discipline is required. Teaching responsibilities will include undergraduate courses in the application of social psychology to kinesiology, the use of behavioural, cognitive, and perceptual assessment techniques applicable to psychomotor behaviour contexts and/or a graduate course in social and clinical research methods. Supervision of graduate student research is expected. Clinical certification is not required but would be an asset. The successful candidate will be expected to work with a group that investigates human behaviour across a continuum from motor control to human behaviour as affected by the interactions between people. The Department has over 20 full-time faculty, 30,000 sq. ft. of laboratory space, and excellent ties to several health-related research centres. Because of its strong research orientation the Department is seeking candidates who have demonstrated a successful commitment to funded research and publication. Salary will be commensurate with rank and qualifications. Applications including a curriculum vitae and the names of three references, should be directed to Professor P.J. Bishop, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. The effective appointment date is Sept. 1, 1992. Closing date for receipt of applications will be when filled.

## LAW

**UNIVERSITY OF VICTORIA: The Faculty of Law** at the University of Victoria is seeking a Director to run the student programme at the downtown Law Centre. Preference will be given to applicants with a graduate degree and practice experience. The position will include teaching responsibilities. Applicants should be eligible for membership in the British Columbia Bar. Salary is commensurate with experience to a maximum of $55,000. Please reply by December 31, 1991 to: Dean Maureen Maloney, Faculty of Law, University of Victoria, Box 2400, Victoria, BC, V8W 3H7. The University of Victoria is committed to employment equity. Women are particularly encouraged to apply.

**UNIVERSITY OF NEW BRUNSWICK, Faculty of Law, Mary Louise Lynch Chair in Women and Law.** The Faculty of Law at the University of New Brunswick invites applications for appointment as Mary Louise Lynch Professor of Women and Law. The Mary Louise Lynch Professor will undertake a research program substantially devoted to gender-related legal issues and will advance, in her own work and in collaboration with colleagues, the inclusion of gender-related legal issues in the curriculum, pedagogy and practice of the Faculty of Law. U.N.B.'s Law Faculty is recognized for its strength in teaching and is steadily extending its research activities. Upon the appointment of the Lynch Professor, there will be nineteen faculty members, serving a student population of 230. The Mary Louise Lynch Professor will hold a tenure-track or tenured appointment in the Faculty of Law, or an appointment as a Visitor for a limited term. Appointment shall be at a salary and rank appropriate to the qualifications of the successful candidate. A special research allowance will be made available to the Mary Louise Lynch Professor. The date of appointment will be July 1, 1992 although an earlier or later date may be arranged. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications including curriculum vitae and the names of three references may be sent to: Dean Wade MacLauchlan, Mary Louise Lynch Professor Search Committee, Faculty of Law, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3.

**UNIVERSITY OF VICTORIA.** Applications are invited for a tenure-track teaching position for an appointment commencing July 1, 1992. Recruitment is likely to be at the Assistant Professor level but may be made at the Associate Professor level. Applications, accompanied by a curriculum vitae and the names of three references, should be directed by December 31, 1991, to: Dean Maureen A. Maloney, Faculty of Law, University of Victoria, P.O. Box 2400, Victoria, B.C. V8W 3H7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Women are particularly encouraged to apply.

**UNIVERSITY OF SASKATCHEWAN, The College of Law,** University of Saskatchewan, invites applications for a one-year term position commencing July 1st, 1992. This position is subject to budgetary approval and normally will be made at the Assistant Professor level. Research and teaching at the LL.B. level will be required. Candidates must have completed the Master of Laws degree and have demonstrated proficiency and promise in legal research. Applications, accompanied by a curriculum vitae and the names of three referees, should be addressed to the Dean, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The University of Saskatchewan is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF SASKATCHEWAN: The Law Foundation of Saskatchewan Chair.** The College of Law, University of Saskatchewan, invites applicants for the Law Foundation of Saskatchewan Chair for the years 1992-93 and beyond. Incumbents will be accomplished legal scholars or other outstanding persons with a background in law and demonstrated interest in scholarly investigation and practice relating to issues in law and policy. Appointments will be for a fixed term with a possibility of renewal. Terms and conditions are negotiable. Applications, accompanied by a curriculum vitae and the names of three referees, should be addressed to the Dean, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The University of Saskatchewan is committed to employment equity for women, aboriginal peoples, visible minorities, and disabled persons.

## LEISURE STUDIES

**CONCORDIA UNIVERSITY, Faculty of Arts and Science, Assistant Professor, Leisure Studies.** Tenure track position to teach, advise and conduct research in the field of Therapeutic Recreation beginning August 1, 1992. Doctorate required, field and teaching experience desirable. Salary commensurate with qualifications. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Closing date Feb. 14, 1992. Applicants should send a curriculum vitae; and arrange for three letters of reference to be sent to: Dr. Randy B. Swedburg, Director, Leisure Studies, Concordia University, 7141 Sherbrooke St. W., Montreal, QC, H4B 1R6.

## LIBRARY & INFORMATION SCIENCE

**UNIVERSITY OF TORONTO, Faculty of Library and Information Science** invites applications for a tenure track position at the assistant professor level to begin July 1, 1992, subject to fiscal approval. The successful applicant for this position will be a specialist in the organization of information and materials combined with strength in one of the following areas: records management, government information, archival studies. In addition to teaching, duties will include supervision of research at the Master's and Doctoral levels. Applicants should possess a doctorate or equivalent in library/information science or a related field, an ALA-accredited master's degree or equivalent, and should have proven ability in, or the potential for, excellent research and effective teaching. Applicants whose doctorate is near completion will also be considered; in such cases, initial appointment is that of lecturer. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Base salary for 1991/92 is $36,400. Applications, including the names of three references, should be forwarded by January 30, 1992 to: Dean Adele M. Fasick, Faculty of Library and Information Science, University of Toronto, 140 St. George Street, Toronto, Ontario M5S 1A1. The University of Toronto is committed to Employment Equity and invites applications from all qualified individuals.

## MANAGEMENT

**THE UNIVERSITY OF CALGARY Faculty of Management** invites applications for anticipated tenure track positions in Accounting, Finance, Operations Management, Insurance, Marketing, Policy and Environment, New Venture Development, Tourism and International Business. Ph.D. or DBA preferred. Rank and salary to be based on qualifications and experience. The Faculty of Management, an accredited member of AACSB, provides a stimulating teaching and research environment including caserooms, excellent computer resources and e management library. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications should be sent to: Dr. Malcolm C. Munro, Associate Dean (Research), Faculty of Management, The University of Calgary, Calgary, Alberta, T2N 1N4. Closing date: February 15, 1992.

## SOCIOLOGY 42

The Department of Sociology at St. Thomas More College, University of Saskatchewan, has an opening for one year term appointment in Sociology at the assistant professor level commencing July 1, 1992. (Subject to budgetary approval). Candidates should possess a Doctoral degree in Sociology by the time of appointment. The Department's chief areas of interest are family and religion, but applications from candidates with specialities in theory, social psychology, and communications will also be given serious consideration. Salary will be commensurate with qualifications and experience. Send an application with curriculum vitae, academic transcripts, and three letters of reference to **Professor Ron Griffin, Chair, Department of Sociology, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W0.** Closing date for applications is February 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## The University of Manitoba

### DIRECTOR
SPORT AND EXERCISE RESEARCH INSTITUTE

Applications or nominations are invited for the probationary appointment for the position of Director, Sports and Exercise Sciences Research Institute, University of Manitoba to be elective July 1, 1992 or as soon as position is filled.

The purpose of the Institute is: to facilitate, conduct and disseminate research of the highest quality in the areas of human movement and leisure studies in order to contribute to an enhanced understanding of health and human performance. The name of the Institute is currently under review.

The Director reports directly to the Dean, Faculty of Physical Education and Recreation Studies. The Director develops and manages a multidisciplinary team of researchers from both within and without the Faculty; conducts his/her own exemplary research program; attracts external funding in support of research; and works closely with graduate student researchers. The Institute research team has approximately 10,000 square feet of space for laboratories, seminar rooms and offices and is supported financially from an endowment fund.

The successful applicant will possess an earned doctoral degree in one of the fields of study associated with the purpose of the institute. In addition, the individual should have record of publications in refereed journals and grant support that demonstrates an active and coherent research program. Salary and rank will be commensurate with qualifications and experience.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents.

Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent by December 31, 1991 to: **DR. HENRY JANZEN, DEAN, FACULTY OF PHYSICAL EDUCATION AND RECREATION STUDIES, THE UNIVERSITY OF MANITOBA, RDDM 104 FRANK KENNEDY CENTRE, WINNIPEG, MANITOBA, CANADA, R3T 2N2** Phone: (204) 474-8741; Fax: (204) 275-5122.

## POLITICAL SCIENCE 56

**ATKINSON COLLEGE, YORK UNIVERSITY: TWO FULL-TIME POSITIONS IN CANADIAN POLITICS.** The Atkinson Department of Political Science has two positions available in Canadian politics beginning July, 1992 (Subject to the approval of the positions by the University and the availability of suitable candidates.) In filling both positions, the Department will assign strong preference to specialization in one or more of the following areas: women in public policy, women in politics, feminist theory important secondary and more specific interests include comparative politics, law, development and local politics, and particularly as these areas include issues of gender. The rank for both positions is open but upper ranks are preferred. The successful candidate should have a proven research and publication record of scholarly excellence as well as demonstrated skills in, and commitment to, teaching and, more particularly, a commitment to teaching in a college devoted to adult part-time students. Duties will include teaching at both the undergraduate and graduate levels, a programme of productive research, and involvement and leadership in departmental work. Salary dependent on qualifications. York University is implementing a policy of employment equity, including affirmative action for women. Applicants should send a curriculum vitae, a letter stating interests relevant to the position, copies of three publications and the names of three referees to: **Professor Michael Handarson, Chair, Department of Political Science, Atkinson College, York University, 4700 Keele Street, North York, Ontario, M3J 1P3.** Application deadline is December 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## Dean of Administrative Studies 190

**The Faculty of Administrative Studies, Athabasca University, is seeking a dynamic leader to serve as Dean. In addition to providing strong academic leadership for the Faculty, especially in curriculum design and the facilitation of scholarly teaching and research, the Dean is expected to play a major role fostering cooperation with business, educational and government agencies.**

The successful candidate will have a Ph.D. or D.B.A. in an appropriate discipline or an appropriate combination of qualifications and extensive senior management experience. He or she will have a background in management and administrative studies education, demonstrated academic leadership abilities, and, preferably, experience in open and distance learning institutions, including familiarity with multimedia education. The Dean will be expected to have an awareness of the potential of open and distance education and adult education.

Athabasca University, Canada's leading open university has regional offices in Calgary, Edmonton and Fort McMurray and has 20,000 course enrolments across Canada. The Faculty of Administrative Studies offers a Bachelor of Administrative Studies, a Bachelor of Commerce, and University Certificates in Accounting, Administration, Labour Relations and Public Administration.

Athabasca University is located in the town of Athabasca, an attractive rural setting adjacent to the Athabasca River. The University community benefits from the advantages of country living while still having access to the facilities of a modern urban centre, Edmonton, 150 kilometers away. The town of Athabasca has modern medical and educational facilities, a performing arts centre, recreational centres, and proximity to recreational lakes and parklands.

Commencing July 1, 1992 (or sooner), the appointment is for a five year renewable term and includes a continuing academic appointment.

Applicants should include a current resume, the names and addresses of three referees, and a brief outline of what the incumbent would like to achieve in the position. Only complete applications will be considered. This competition will remain open until a suitable candidate is selected. A review process will commence on January 15, 1992.

Athabasca University encourages applications from qualified men and women including visable minorities, aboriginal people and persons with disabilities. The University provides a smoke-free work environment.

**Applications, quoting Competition No. C-101 should be directed to: Dr. Chris Nash, Vice-President Academic, c/o Human Resources, Athabasca University, Box 10,000, Athabasca, AB T0G 2R0.**

**Further information about this position and an information package are available upon request by calling (403) 675-6185.**

Athabasca University

L'Université Concordia est à la recherche 396

# d'un doyen ou d'une doyenne de la Faculté de génie et d'informatique

dont le mandat de cinq ans, renouvelable, prendra effet le 1er juin 1992.

Le doyen ou la doyenne est à la tête d'une Faculté de génie et d'informatique dynamique qui comprend 2 600 étudiants et étudiantes inscrits à des programmes de Bachelor of Engineering, Bachelor of Computer Science, Master of Engineering, Master of Applied Science et Ph.D., en plus d'un certificat de 1er cycle et d'un diplôme de 2e cycle. Les programmes de 1er, 2e et 3e cycles et, dans certains cas, des programmes d'enseignement coopératif, sont offerts au sein des départements suivants: génie civil, génie électrique et informatique, génie mécanique, informatique ainsi que du Centre des études sur le bâtiment. Quelque 250 membres du corps professoral effectuent de la recherche dans le cadre des départements et des centres de recherche.

La personne idéale s'est acquis une solide réputation et une crédibilité dans le milieu de l'enseignement au pays et à l'étranger. Ses fonctions l'amenant à transiger avec la communauté interne et les milieux externes, elle possède d'excellentes aptitudes à la communication. Elle a également fait la preuve de ses capacités d'administration et de gestion, de ses aptitudes à mener des projets à terme et de ses capacités à communiquer en anglais et en français; en outre, elle possède d'excellentes capacités de négociation et une facilité à collaborer à divers niveaux.

Les fonctions supposent une vision à long terme, de l'audace, de l'assurance, le sens de l'interdisciplinarité et de la multidisciplinarité des programmes, un sens aigu des interrelations qui existent entre les différentes disciplines ainsi que la capacité de faire converger des opinions différentes.

Le doyen ou la doyenne de la Faculté de génie et d'informatique fait partie des cinq doyens ou doyennes qui relèvent de la vice-rectrice à l'enseignement et à la recherche. La personne choisie sera en mesure de faire équipe avec des cadres de haut niveau de l'Université, notamment ses propres collègues ainsi que l'administration supérieure qui constitue le rectorat. Elle sera appelée à échanger divers renseignements et à prendre part aux décisions majeures en matière de politiques.

L'Université Concordia souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

Prière d'envoyer, au plus tard le 2 février 1992 à 17 h, les lettres de demande et les mises en candidature ainsi que les curriculum vitae et le nom de trois personnes répondantes à: Mme Rose Sheinin, vice-rectrice à l'enseignement et à la recherche, AD-231, Université Concordia, 7141, rue Sherbrooke ouest, Montréal (Québec) H4B 1R6.

Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens et citoyennes canadiens ainsi qu'aux résidents et résidentes permanents. Les candidatures et mises en candidature seront traitées dans la plus stricte confidentialité.

UNIVERSITÉ Concordia

ON VOUS PRÉPARE POUR LE MONDE

ment. The University of Calgary, 2500 University Drive N W., Calgary, Alberta, T2N 1N4 The University offers a Dual Career Assistence Program for spouses.

**UNIVERSITY OF WATERLOO. The Department of Menegement Sciences** invites applications for a tenured or tenure track position, to start September 1992. Preference will be given to individuals who have significant research and teaching experience in operations management and appointments can be made at any level. Desirable candidates may also have experience in information systems or management of technology. The Department is located in a Faculty of Engineering and offers MASc and PhD to students with quantitative backgrounds. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities This position is still awaiting budgetary approval. Consideration of candidates will begin on January 1, 1992. Curriculum vitae and the names of three references should be sent to: Dr O.W Conrath, Chair, Search Committee, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

### MANAGEMENT & MARKETING

**BROCK UNIVERSITY:** Department of Management and Marketing. Applications are invited for tenure track position in: (1) Business Policy; (2) Marketing. DBA or PhD in Business required. ABDs in these fields expecting to complete in the near future will also be considered. A commitment to undergraduate teaching and research is expected. Brock University is committed to a positive action policy aimed at reducing gender imbetance in faculty; qualified women candideres are especially encouraged to apply. Smoking at Brock University is strictly controlled. Please send your curriculum vitae and the names of three referees to: D. Eli Levenont, Chairperson, Department of Management and Marketing, Faculty of Business, Brock University, St. Catherines, Ontario L2S 3A1.

### MATHEMATICS & COMPUTER SCIENCE

**THE ROYAL MILITARY COLLEGE OF CANAOA** invites applicetions for a tenure-track position in the Department of Mathematics and Computer Science, at the level of Assistent Professor. While this advertisement is directed to candidates hoalding a doctoral degree, consideration may be given to outstanding candidates who will shortly complete their doctorate (such an appointment would be at the level of Lecturer). Candidates must be quelified to teach in English at the undergraduate and giaduate levels and undertake research in Computer Science or Applied Mathematics. Related areas of interest in the Department are Artificial Intelligence, Computer Algebra, Data Base, Digital Signal and Image Processing, Numerical Simulation, Operations Research, Optimization, Space Science, Stochastic Processes, Theoretical Physics. An ability to communicate in French would be an esset. The 1991-92 salery scale for Assistent Professor ranges from $35,500 to $52,200; this scale is adjusted annually on 1 July. The date of appointment is 1 September 1992. The closing date for receipt of applications is 31 January 1992. Applications consisting of curriculum vitae, names and addresses of three referees, as well as a statement of teaching and research interest, should be sent to: Professor S Rengarajthan, Head, Oepartment of Mathematics and Computer Science, Royal Military College of Canada, Kingston, Ontario, K7K 5LO. E-Mail: MATH@RMC.CA; FAX NO: (613)542-8129 The Royal Military College of Canada is a coeducational institution and the present position is offered equally to women and to men. Also, in accordance with Canadian immigration requirements, this position is offered to Canadian Citizens in the first instance, and to Landed Immigrants and Permanent Residents in the second instance. On peut obtenir une version française de cette annonce pour un poste de professeur adjoint. L'anglais est essentielle en écrivant à: N. Gauthier, Adjoint au principal.

### MATHEMATICS & STATISTICS

**SIMON FRASER UNIVERSITY:** Tenure track appointment in actuarial science at the rank of Assistant Professor in the Oepartment of Mathematics and Statistics starting September 1, 1992. Candidates should have a Ph.D. degree in mathematical sciences, an Associateship or Fellowship in a recognized actuarial organization and demonstrated ability in teaching and research. The successful candidate will be expected to conduct research in actuarial science as well as direct and teach in the undergraduate actuarial programme. Applications, including an up-to-date curriculum vitae, should be sent to: Katherine Heinrich, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Three letters of reference to be sent directly from the referees. Deadline: February 29, 1992. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to those who are eligible at the time of the application for employment in Canada.

**SIMON FRASER UNIVERSITY, VANCOUVER, BRITISH COLUMBIA: Faculty Appointment in Statistics.** The Department of Mathematics and Statistics of Simon Fraser University invites applications for a tenure track position in Statistics at the Assistant Professor level starting September 1, 1992. Applicants will be expected to have completed a Ph.D. degree at the time of appointment and to have demonstrated a strong teaching and research potential. Interested applicants should, before 15 January 1992, submit an up-to-date curriculum vita and arrange to have three letters of references sent to: Dr. K. Heinrich, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to those who are eligible at the time of the application for employment in Canada.

**QUEEN'S UNIVERSITY AT KINGSTON: Department of Mathematics and Statistics.** The department will be making an appointment in a renewable (tenure track) position at the assistant professor level, to begin July 1992. Applications are invited in the areas of Statistics, Numerical Analysis and Applied Mathematics. In the case of an application in the area of Applied Mathematics, membership or eligibility for membership in a Canadian professional engineering association is required. The successful applicant will have excellent research promise and a demonstrated potential to give leadership in promising scholarly activities within the department. Salary will be commensurate with qualifications and experience. Interested candidates are requested to arrange that a curriculum vitae and letters of recommendation from three or more referees be received at the address below by February 1, 1992. At least one letter should comment on the candidate's teaching ability. Professor Lee B. Jonker, Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities And visible minorities. Queen's University is willing to help the spouse of a new appointee seek suitable employment. Fax: 613-545-2964, BITNET:MASTOR@QUCDN

**UNIVERSITY OF TORONTO: Department of Mathematics, Scarborough Campus.** Applications are invited for a limited term Assistant Professorship from July 1, 1992 to June 30, 1994. Ph.O or equivalent requified. Duties consist of teaching and research, and candidates must demonstrate real strength in both. Applicants should arrange for at least three letters of reference to be sent directly to the Chair; at least one of these should deal with teaching. Applications, including a complete curriculum vitae, should be sent to: Professor John Perz, Chair of Physical Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4. The selection process will begin on January 2, 1992, so that applications are invited for tenure track position in: (1) Business Policy; (2) Marketing. OBA or PhO in Business required. ABDs in these fields expecting to complete in the near future will also be considered. A commitment to undeigraduate teaching and research is expected. Brock University is committed to e positive action policy aimed at reducing gender imbetance in faculty; qualified women candideres are especially encouraged to apply. Smoking at Brock University is strictly controlled. Please send your curriculum vitae and the names of three referees to: Professor S Rengarajthan, Head, Oepartment of Mathematics and Computer Science, Royal Military College of Canada, Kingston, Ontario, K7K 5LO. E-Matil: MATH@RMC.CA; FAX NO: (613)542-8129 The Royal Military College of Canada is a coeducational institution and the present position is offered equally to women and to men. Also, in accordance with Canadian immigration requirements, this position is offered to Canadian Citizens in the first instance, and to Landed Immigrants and Permanent Residents in the second instance. On peut obtenir une version française de cette annonce pour un poste de professeur adjoint. L'anglais est essentielle en écrivant à: N. Gauthier, Adjoint au principal.

### MATHEMATICS & STATISTICS

**SIMON FRASER UNIVERSITY:** Tenure track appointment in actuarial science at the rank of Assistant Professor in the Oepartment of Mathematics and Statistics starting September 1, 1992. Candidates should have a Ph.D. degree in mathematical sciences, an Associateship or Fellowship in a recognized actuarial organization and demonstrated ability in teaching and research. The successful candidate will be expected to conduct research in actuarial science as well as direct and teach in the undergraduate actuarial programme. Applications, including an up-to-date curriculum vitae, should be sent to: Katherine Heinrich, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Three letters of reference to be sent directly from the referees. Deadline: February 29, 1992. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to those who are eligible at the time of the application for employment in Canada.

**SIMON FRASER UNIVERSITY, VANCOUVER, BRITISH COLUMBIA: Faculty Appointment in Statistics.** The Department of Mathematics and Statistics of Simon Fraser University invites applications for a tenure track position in Statistics at the Assistant Professor level starting September 1, 1992. Applicants will be expected to have completed a Ph.D. degree at the time of appointment and to have demonstrated a strong teaching and research potential. Interested applicants should, before 15 January 1992, submit an up-to-date curriculum vita and arrange to have three letters of references sent to: Dr. K. Heinrich, Chair, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, BC V5A 1S6 Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to those who are eligible at the time of the application for employment in Canada.

**QUEEN'S UNIVERSITY AT KINGSTON: Department of Mathematics and Statistics.** The department will be making an appointment in a renewable (tenure track) position at the assistant professor level, to begin July 1992. Applications are invited in the areas of Statistics, Numerical Analysis and Applied Mathematics. In the case of an application in the area of Applied Mathematics, membership or eligibility for membership in a Canadian professional engineering association is required. The successful applicant will have excellent research promise and a demonstrated potential to give leadership in promising scholarly activities within the department. Salary will be commensurate with qualifications and experience. Interested candidates are requested to arrange that a curriculum vitae and letters of recommendation from three or more referees be received at the address below by February 1, 1992. At least one letter should comment on the candidate's teaching ability. Professor Lee B. Jonker, Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities And visible minorities. Queen's University is willing to help the spouse of a new appointee seek suitable employment. Fax: 613-545-2964, BITNET:MASTOR@QUCDN

**UNIVERSITY OF TORONTO: Department of Mathematics, Scarborough Campus.** Applications are invited for a limited term Assistant Professorship from July 1, 1992 to June 30, 1994. Ph.O or equivalent requified. Duties consist of teaching and research, and candidates must demonstrate real strength in both. Applicants should arrange for at least three letters of reference to be sent directly to the Chair; at least one of these should deal with teaching. Applications, including a complete curriculum vitae, should be sent to: Professor John Perz, Chair of Physical Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4. The selection process will begin on January 2, 1992, so that applications and letters of reference should be received by that date. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

**THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Lectueship, Oopartment of Mathemetics & Statistics (Vacency UAC.98).** This is a new position resulting from expansion at the University's Tamaki Campus some 12 km from the University's central Auckland site. The Tamaki satellite campus, now in its second year of operation has the potential for enrolling up to 7000 students. It is at present teaching Commerce-related subjects though a wider mix of disciplines is planned. Applicants should heve a doctorate or equivalent and a proven record in teaching and research in some branch of Mathematics, Statistics or Operations Research. Applications from candidates with interests related to Information Technology, Environmental Resource Management, Information Processing, or any aree of Commerce and Business Studies are particularly welcome. Commencing salary will be established within the range $NZ37,440 - $NZ49,088 per annum. Conditions of Appointment and Method of Application are available from the Assistent Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, to whom applications should be forwarded by 13 Januery 1992. Please quote Vacancy Number UAC.98 in all correspondence. The University of Auckland - An Equal Employment Opportunity Employer.

**MEMORIAL UNIVERSITY OF NEWFOUNOLAND, ST.JOHN'S, NEWFOUNOLANO, CANAOA: Tenure Track Positions in Statistics.** Applications are invited for two or more tenure track positions at the Assistant Professor level, and one tenure track, rank open, position in Statistics commencing 1 September 1992 (and subject to budgetary approval). While applications are sought from candidates with research interest in any area of Statistics, at least one position requires expertis in probability and stochastic processes. A Ph.D. in statistics or probability and demonstrated ability for excellent research and effective teaching are required. Applicetions, marked REF: MS/ST/92, with complete curriculum vitae and the names of at least three referees should be sent to: Or. Edgar G. Goodaire, Head, Department of Mathematics and Statistics, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7 The closing date for receipt of applications is 15 January, 1992 or until the positions are filled. Memorial University is committed to the principle of equity in employment. In accordance with Canadian immigretion requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**CONCORDIA UNIVERSITY:** The Department of Mathematics and Statistics at Concordia University is seeking to fill a tenure track position at the Assistant Professor level starting August 1, 1992. The department will give priority to candidates in the area of Actuarial Mathematics. Duties will include undergraduate and graduate level teaching, research and participation in the administration and expansion of the Actuarial programs. Interested candidates should send a curriculum vitae and a brief description of field of interest and arrange for three letters of recommendation to be sent prior to December 31, 1991 to: Dr. W. Byers, Chair, Oepartment of Mathematics & Statistics, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec, Canada H4B 1R6. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Concordia University is committed to Employ ment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

**UNIVERSITY OF WATERLOO: The Oepartment of Pure Mathematics** at the University of Waterloo is seeking recent Ph.O's for post-doctoral positions of one or two years' duration starting July 1, 1992. The duties of the position will be to carry out mathematical research which supports the interests of faculty within the Oepartment. The incumbent will also be expected to teach a half load (i.e. the equivalent of one full year course). Applications should include a curriculum vitae plus three letters of reference sent directly from referees chosen by the applicant. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Please send applications to Or. F.A. Zorzitto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. In order to be guaranteed consideration an application must arrive by March 1, 1992.

**SAINT MARY'S UNIVERSITY** invites applications for a tenure-track position in the Department of Mathematics and Computing Science commencing September 1, 1992. Applicants should have a PhD in statistics, although strong applications in other areas of mathematics will be considered. Responsibilities will include undergraduate teaching and research. In accordance with Canadian immigration requirements, this advenisement is directed to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer. Applicants should forward a curriculum vitae and the names of three references to: Dr. W. Finden, Chairperson, Oepartment of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applications will be accepted until Febguary 14, 1992

**UNIVERSITY OF SASKATCHEWAN, Oepartment of Mathematics and Statistics, Saskeloon, SK, Canada S7N 0W0.** We invite applications for a tenure-track Assistant Professor position (92T 2-15-28), subject to budgetary approval, beginning July 1, 1992. Applicants should have a Ph.D. in one of the areas of Algebra, Applied Mathematics or Geometry/Topology. A strong research program, interest in the supervision of graduate students and a demonstrated interest and ability in teaching are expected of applicants. A current C.V. and 3 confidential letters of recommendation that address both teaching and research should be sent to J.R. Martin, Head, by January 15, 1992. In accordance with Canadian immigration requirements, priority will be given to fully qualified Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity.

**UNIVERSITY OF TORONTO, Oepartment of Mathemetics.** The Department solicits applications for a tenure-stream position in Analysis at the downtown (St. George) campus to begin on July 1, 1992. Preference will be given to researchers working in Harmonic Analysis, or Ordinary or Partial Differential Equations. Duties include teaching and research, and candidates are expected to demonstrate excellence at each. Applicants should send their complete C.V. together with a list of publications, and arrange to have at least four letters of reference sent directly to Professor J. Repka, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. At least one letter should deal with the candidate's teaching To insure full consideration, this information should be received by January 31, 1992. The University of Toronto encourages both women and men to apply.

**UNIVERSITY OF TORONTO, Department of Mathemetics.** The Department solicits applications for a tenure-stream appointment in Analysis. Preference will be given to researchers in the areas of harmonic analysis, geometric analysis and differential equations. The appointment is at the downtown (St George) campus at the level of Assistant Professor, to begin July 1, 1992. Candidates are expected to have at least three years experience in teaching and research after the Ph.D., and to be able to demonstrate excellence in each. In particular, a candidate's research should show clearly the ability to make significant original and independent contributions to Mathematics. Applicants should send their complete C.V including a list of publications and any appropriate material about their teaching, and arrenge to have at least four letters of reference sent directly to Professor J. Repka, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should deal with the candidate's teaching. To insure full consideration, this information should be received by January 31, 1992. The University of Toronto encourages both women and men to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**UNIVERSITY OF TORONTO, Oepartment of Mathematics.** The Department solicits applications for up to three limited term Assistant professorships at the Enndale campus, each for the three-year period from July 1, 1992 to June 30, 1995. Duties consist of teaching and research, and candidates must demonstrate clear strength in both. Applicants should send their complete C.V. including a list of publications and any appropriate material about their teaching, and arrange to have at least four letters of reference sent directly to Professor J. Repka, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. At least one letter should deal

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University of Regina 148

## THE UNIVERSITY OF REGINA
## INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF ASSOCIATE VICE-PRESIDENT (RESEARCH) AND DEAN OF THE FACULTY OF GRADUATE STUDIES

The University of Regina is a vibrant centra of learning located in Saskatchewan's capital city, Regina, which supports an active lifestyle with easy access to major cultural and recreational resources. The University's nine faculties provide high quality education to approximately twelve thousand students. Our ever-strengthening graduate studies and research programs provide important bridges to the international scientific and scholarly community and to high "state of the art" research and development activities in both the public and the private sectors. A well-known computer corporation teases a major university-owned building in our evolving industriel research park.

The Associate Vice-Presidant (Research) and Oean of Graduate Studies will provide effective academic leadership and sound administration to research activities across the entire University spectrum and to a Faculty serving approximately 500 graduate students, the majority of whom are masters level students with smaller numbers in Ph.D. and graduate diploma programs. Faculty members are actively involved in several key research centres and institutes, and in a considerable array of international activities. Total research funding from NSERC and elsewhere has recently been expanding significantly.

The Associate Vice-President (Research) and Dean of Graduate Studies will provide strong representation for research and graduate education within the University and in the community at large. Candidates should have demonstrated administrative skills, an excellent record of teaching, practice and research in a representative academic discipline, and an understending of the integral relationship between undergraduate education, research and graduate studies. The Associate Vice-President (Research) and Dean of Graduate Studies is expected to be able and willing to work collaboratively with other Faculties on campus, with members of relevant professional associations and with the Canadian research community.

The appointment will commence on July 1, 1992, and will normally be for an initial term of five years. The University of Regina is thoroughly committed to employment equity. We welcome applications from all, especially aboriginal peoples, people with disabilities, visible minorities, and women. In accordance with Canadian immigration requirements, this advertisement is directed at the first instance to Canadian citizens and permenent residents of Canada. Send applications or nominations, including a complete curriculum vitae and names of at least three references in confidence by Oecember 31, 1991, to:

Or. Brien L. Scerle
**Vice-President (Academic)**
**University of Regine**
**Regine, Saskatchewan S4S 0A2**

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**C.H. BEST INSTITUTE**
**POSTDOCTORAL FELLOWSHIP**

In diabetes research, molecular endocrinology, molecular biology, differentiation, reproductive biology, immunology, structure and function of membranes or lipid metabolism. Tenable in the Banting and Best Department of Medical Research for two years after July 1, 1992 with a competitive stipend available to new Ph.D.'s or graduates with less than two years postdoctoral training by June 30, 1992.

Send curriculum vitae, transcripts and three letters of reference, preferably before January 15, 1992 to: **Dr. Jennifer Dorrington, Fellowship Committee Chairmen, Banting and Best Department of Medical Research, University of Toronto, Toronto, Ontario, Canada M5G 1L6**

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# SUCCEEDING TOGETHER
## *Research ◆ Treatment ◆ Education*

*The Ontario Cancer Institute/Princess Margaret Hospital is Canada's largest cancer centre comprising a major cancer research institute and a 160 bed tertiary care teaching hospital servicing 6,000 new cancer patient referrals per year.*

## Director, Clinical Research Centre

The OCI/PMH wishes to considerably enhance its focus and commitment to clinical research through the creation of a Clinical Research Centre. This new centre will bring the roles of biostatistician, clinical trial secretaries, health records specialists and clinical trials nurses under the leadership of one designated Director. The Centre will have a major role in the design, conduct and analysis of clinical trials/research and in hospital activity level reporting and analysis for the purpose of strategic planning of clinical programs.

The Director will be responsible for the development and ongoing conduct of the Centre and for those aspects of planning of the unit associated with the relocation of the OCI/PMH to a new hospital facility. Qualifications appropriate to the position include a Ph.D., M.D. or a higher qualification in biostatistics, statistics or related disciplines. The successful candidate must be eligible to hold a University appointment and must have demonstrated accomplishments and expertise in clinical trials/epidemiology and/or health-related statistical activities.

In compliance with Canadian Immigration requirements this application is directed to qualified candidates who are Canadian citizens and permanent residents.

Those interested in this position should apply by **January 31, 1992**, with an enclosed curriculum vitae and the names of three references to: Dr. S. B. Sutcliffe, Vice-President Oncology Programs, Ontario Cancer Institute/Princess Margaret Hospital, 500 Sherbourne Street, Toronto, Ontario M4X 1K9.

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**Ontario Cancer Institute**
**Princess Margaret Hospital**


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# McGill 140

## Faculty of Medicine

Applications are invited for the position of **Chair Department of Anesthesia.**

M.D. with sound academic/research credentials; must have extensive knowledge of all facets of Anesthesia with strong emphasis on research; experience in educational design and execution of undergraduate and graduate and postgraduate training programs; administrative experience in an academic setting. Will be responsible for the entire administration of the Department of Anesthesia; for maintaining, and even strengthening the educational programs at all levels; and for the maintenance and continuing development of strong research components. Minimum appointment at the Associate Professor level. Salary commensurate with qualifications and experience.

Please send applications to **Dr. Richard L. Cruess, Dean, Faculty of Medicine, McGill University, 3655 Drummond Street, Montreal, Quebec, H3G 1Y6** by January 30, 1992.
In accordance with the Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

with the candidate's teaching. To insure full consideration, this information should be received by January 31, 1992. The University of Toronto encourages both women and men to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

**UNIVERSITY OF TORONTO, Department of Mathematics.** The Department solicits applications for two limited term Assistant professorships at the downtown (St. George) campus, each for the three-year period from July 1, 1992 to June 30, 1995. Duties consist of teaching and research, and candidates must demonstrate clear strength in both. Applicants should send their complete C.V. including a list of publications and any appropriate material about their teaching, and arrange to have at least four letters of reference sent directly to Professor J. Repka, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should deal with the candidate's teaching. To insure full consideration this information should be received by January 31, 1992. The University of Toronto encourages both women and men to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO, Department of Combinatorics and Optimization.** Applications are being invited for one or possibly more tenure-track positions at the rank of Assistant Professor. Candidates in any area of combinatorics or optimization are welcome, but preference will be given to those specializing in discrete optimization or graph theory. A Ph.D. and proven ability or the potential for excellent research and effective teaching is required. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Interested individuals should send resumes and the names of three references to: Prof. I.P. Goulden, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: July 1, 1992. Closing date for receipt of applications is December 31, 1991. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors, wherever possible.

## MEDICINE

**UNIVERSITY OF ALBERTA: Research Associate in the Faculty of Medicine.** Effective date of employment: March 1, 1992. Responsibilities: 1. Operate molecular biology experimentations in the field of melanin pigmentation of the skin; specifically gene cloning of organella proteins involved in skin pigmentation through molecular subtraction techniques; 2. Supervise the experimentation of graduate students and post-doctoral fellows. Qualifications: 1. Be an independent investigator who can conduct his/her own experimentation, as well as having been awarded his/her own scientific research fellowship; 2. Minimum of 2 to 3 years research experience as a post doctoral fellow. Salary: $26,790/annum - 30,510/annum. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline: January 17, 1992. Contact name and address: Dr. Kowichi Jimbow, University of Alberta, Dermatology & Cutaneous Sciences Division, 260G Heritage Medical Research Centre, Edmonton, Alberta, T6G 2S2. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

## MODERN LANGUAGES

**UNIVERSITY OF WINDSOR: The Department of Classical and Modern Languages** invites applications for the following tenure track positions at the rank of Assistant Professor. The positions, subject to final budgetary approval, will be effective July 1, 1992. GERMAN/RUSSIAN: Applicants should have a Ph.D. or equivalent, native or near-native fluency in both languages, demonstrated ability and interest in the teaching of undergraduate language courses as well as a commitment to research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Windsor is committed to equity in employment; female candidates are especially encouraged to apply. Applications, consisting of a curriculum vitae and the names and addresses of three referees, should be sent by January 15, 1992 to: Dr. S Wendt-Hildebrandt, Head, Classical and Modern Languages, University of Windsor, Windsor, Ontario, N9B 3P4; FAX: (519)973-7050.

## MUSIC

**ACADIA UNIVERSITY, School of Music: Faculty Position in Strings, to begin 1 July 1992.** The School of Music at Acadia University invites applications for a full-time, tenure-track position in Strings. This appointment will take effect 1 July 1992. Minimum qualifications to include a M.Mus. degree (or equivalent) together with significant teaching and performing experience. Primary responsibilities include applied string instruction (violin is preferred), conducting the University Symphony Orchestra, coaching small ensembles, and some additional teaching (string methods, string pedagogy, and one other area for example, ear training and/or 20th-century music history and/or music theory and/or structural analysis and/or electronic music and/or music courses for non-music students). Candidates are requested to send a curriculum vitae, tape recording, and three letters of reference before 30 January 1992 to: Dr. Gordon J. Callon, Acting Director, School of Music, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Please refer to position #10901 in responding to the advertisement. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

**ACADIA UNIVERSITY, School of Music: Faculty Position in Elementary Music Education, to begin 1 July 1992.** The School of Music at Acadia University invites applications for a full-time, tenure-track position in Elementary Music Education. This appointment will take effect 1 July 1992. Minimum qualifications to include a M.Mus./Ed degree (or equivalent) together with significant teaching experience in the public school system and/or at the university level. The successful candidate should be familiar with public school music education, and maintain active and close connections with on-going public school education. The responsibilities of this position are teaching courses in the music education curriculum and supervision of students in observation and practice teaching in the public schools. Additional areas of responsibility are desirable, and may include teaching applied music and/or ear training and/or music theory and/or music history and/or music courses for non-music students. Candidates are requested to send a curriculum vitae, and three letters of reference before 30 January 1992 to: Dr. Gordon J. Callon, Acting Director, School of Music, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Please refer to position #10903 in responding to the advertisement. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND: Memorial's School of Music** has an opening for a full-time, tenure-track position in piano, subject to budgetary approval. Duties for the position include undergraduate studio instruction in piano and class instruction in keyboard harmony, accompaniment and keyboard literature. Possible instruction in elective courses in one or more of the following areas: chamber music, piano pedagogy, music theory. A minimum of master of music in piano is required; a doctorate is preferred. Performance experience as soloist, chamber musician and accompanist is also required. Experience teaching at the university level is an asset. The date of appointment is 1 Sept. 1992. Salary and rank depend on qualifications and experience in accordance with the collective agreement. Applicants should send a letter of application together with transcripts of recent graduate work, curriculum vitae and a recent audio cassette to: Search Committee, c/o Professor Maureen Volk, Director, School of Music, Memorial University of Newfoundland, St. John's, NF, Canada, A1C 5S7. Applicants should arrange for three letters of reference to be sent directly to Professor Volk. The closing date for this position is 14 Feb. 1992, or when the position is filled. In accordance with Canadian immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

**UNIVERSITY OF SASKATCHEWAN: Assistant Professor Position Available 1992-93.** The Department of Music has a one-year term appointment available for an Assistant Professor in Theory with performance and teaching ability in piano. Minimum academic qualifications: Master of Music. Candidates should have experience teaching at the university level. Computer experience is also desirable. This is a one-year limited term appointment. Applications (Curriculum vitae and three letters of reference) should be addressed to: Dr. C.L. House, Head, Department of Music, University of Saskatchewan, Saskatoon, SK, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity. Closing date for applications: December 31, 1991. Date of appointment: July 1, 1992.

**WILFRID LAURIER UNIVERSITY: The Faculty of Music,** Wilfrid Laurier University is seeking a music therapist for a one-year sabbatical leave replacement, subject to budget approval. Duties include teaching undergraduate music therapy courses, including two levels of keyboard improvisation, and supervising student placements. Minimum requirements: Master's degree in music therapy or a related field, professional accreditation (MTA preferred), and university teaching experience. Rank: Lecturer. Minimum salary: $29,586. Starting date: July 1, 1992. Apply to: Anne C. Hall, Dean, Faculty of Music, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Closing date for applications: February 1, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University welcomes applications from all qualified women and men and is committed to Employment Equity policies. The University has established a smoke-free environment.

**UNIVERSITY OF SASKATCHEWAN: Assistant Professor Position Available 1992-93.** The Department of Music has a one-year term appointment available for an Assistant Professor in Music and Music Education. Candidates should have ability in two or more of the following areas: conducting, choral, instrumental, school music administration, music education methodology. Minimum academic qualifications: Master's degree. Teaching experience at school and university levels preferred. Experience as a performer is desirable. This is a one-year limited term appointment. Applications (Curriculum vitae and three letters of reference) should be addressed to: Dr. C.L. House, Head, Department of Music, University of Saskatchewan, Saskatoon, SK, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity. Closing date for applications: December 31, 1991. Date of appointment: July 1, 1992.

**UNIVERSITY OF VICTORIA: Position in Piano.** The University of Victoria's School of Music invites applications for a full-time, tenure-stream position in piano. Initial three-year appointment beginning July 1, 1992. Rank: Assistant Professor. Qualifications: Minimum M.Mus. or equivalent. Substantial professional experience in concert and chamber music performance. Proven excellence and university-level experience in piano teaching. Duties: Studio instruction of undergraduate students, undergraduate performance majors and other piano students. Active participation in faculty chamber music series, School committees, and student recruitment. Salary: $39,177. Apply to: Dr. Gordana Lazarevich, Director, School of Music, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing Date for Applications: December 31, 1991. Curriculum vitae, names and addresses of 3 referees (actual letters not needed at this preliminary stage) and tapes of performances invited with first letter. The tape will be mailed back only if self-addressed, stamped envelope is included. The School of Music offers a full range of undergraduate and graduate programs, including the B.Mus., M.A., and Ph.D. The School has a full-time faculty of 21 and a current enrolment of over 180 undergraduate and 30 graduate students. In accordance with the University's employment equity policy, women candidates are particularly encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

**UNIVERSITY OF VICTORIA: Position in Composition.** The School of Music at the University of Victoria invites applications for a full-time, tenure-stream position in music composition. Initial three-year appointment at the rank of Assistant or Associate Professor, depending upon qualifications and experience. Duties: Applications. A completed doctorate or its equivalent is expected, with substantial teaching experience at the university level. We are seeking a composer of national or international reputation, who is fully conversant with, and involved in, current compositional concerns, particularly as they relate to vocal and instrumental music. Duties: Undergraduate and graduate instruction in composition, theory and analysis (18th - 20th centuries), undergraduate and graduate seminars on contemporary music topics, supervision of master's and doctoral candidates in composition. Participation on School committees and involvement with student recruitment are also expected. Salary: Commensurate with rank and experience. Appointment date: July 1, 1992. Closing date for applications: December 31, 1991. Apply to: Dr. Gordana Lazarevich, Director, School of Music, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Please send curriculum vitae, names and addresses of three referees, and scores and tapes of at least three recent compositions (CrO2 Dolby B preferred) with letter of application. The School of Music offers a full range of undergraduate and graduate programs, including the B.Mus., M.Mus., M.A., and Ph.D. The School has a full-time faculty of 21 and a current enrolment of over 180 undergraduate and 30 graduate students. In accordance with the University's employment equity policy, women candidates are particularly encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

## MYCOLOGY

**UNIVERSITY OF ALBERTA:** An assistant mycologist is required at the University of Alberta Microfungus Collection and Herbarium (UAMH). Under a contract continuing for 2 years, the incumbent will fulfil the requirements of the contract (primarily distribution of cultures), provide support for, or conduct, research on systematics of microfungi, and perform curatorial tasks related to culture collection maintenance. Candidates should demonstrate knowledge of fungus identification and pure culture techniques, work with a high degree of accuracy, and show good organizational skills. Computer literacy, and collections-related experience would be assets. The position could be filled at the Master's or Ph.D. level or provide postdoctoral training. Salary range $14,12-16,15/hr. One of Canada's foremost culture collections, the UAMH provides excellent working conditions at the scenic Devonian Botanic Garden. The Garden is located 25km from Campus and is not accessible by public transport; nor is transportation provided. Deadline for applications December 31, 1991. Apply by sending a curriculum vitae or resume and the names of three referees to Lynne Sigler, Curator, U. of A. Microfungus Collection, Devonian Botanic Garden, Edmonton, Alberta, Canada T6G 2E1 (403-987-3054; fax 987-4141). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

## NATIVE STUDIES

**THE UNIVERSITY OF LETHBRIDGE: Faculty of Arts and Science, Department of Native American Studies.** 1. Title: Assistant Professor level: probationary (tenure-track) appointment. 2. Qualifications: Ph.D. preferred. Strong teaching and research background in Native Studies. Candidates with a background in Native literature will be given preference. Strong commitment to research are required. Rank, salary and length of appointment will depend on qualifications and experience. The position offers an opportunity for teaching and research in an interdisciplinary administrative studies framework within a Faculty of Social Science. The centre offers courses in such areas as human resource management, information studies, management accounting, organizational behaviour, organizational theory, public business administration, technology and change, and women in the workplace. Applications (with curriculum vitae and the names of three referees who have been requested to forward letters of reference) should be sent to Professor I. Peter Sullie, Director, Centre for Administrative and Information Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Completed applications should be received by February 1, 1992. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Lethbridge is committed to the principles of Employment Equity. Closing date for applications: December 31, 1991. Date of appointment: July 1, 1992.

**UNIVERSITY OF VICTORIA: Position in Piano.** The University of Victoria's School of Music invites applications for a full-time, tenure-stream position in piano. Initial three-year appointment beginning July 1, 1992. Rank: Assistant Professor. Qualifications: Minimum M.Mus. or equivalent. Substantial professional experience in concert and chamber music performance. Proven excellence and university-level experience in piano teaching. Duties: Studio instruction of undergraduate students, undergraduate performance majors and other piano students. Active participation in faculty chamber music series, School committees, and student recruitment. Salary: $39,177. Apply to: Dr. Gordana Lazarevich, Director, School of Music, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Closing Date for Applications: December 31, 1991. Curriculum vitae, names and addresses of 3 referees (actual letters not needed at this preliminary stage) and tapes of performances invited with first letter. The tape will be mailed back only if self-addressed, stamped envelope is included. The School of Music offers a full range of undergraduate and graduate programs, including the B.Mus., M.A., and Ph.D. The School has a full-time faculty of 21 and a current enrolment of over 180 undergraduate and 30 graduate students. In accordance with the University's employment equity policy, women candidates are particularly encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

## NEUROLOGY

**THE UNIVERSITY OF CALGARY Department of Clinical Neurosciences** invites applications for a full-time, research-oriented Neurologist with experience and research interest in functions and disorders of the peripheral nervous system. The successful candidate must be a certified specialist in neurology and eligible for licensure in the Province of Alberta. The successful applicant will develop original clinical and laboratory based research in collaboration with existing members of the Neuroscience Research Group and the Department of Clinical Neurosciences, and will have 75% of time protected for this purpose. The remainder of the time will be for clinical work in the Division of Neurology. Rank and salary will be commensurate with qualifications and experience. Salary support will be through successful competition in the Alberta Heritage Foundation for Medical Research Clinical Investigatorship or Scholarship awards program. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Please send a curriculum vitae and the names and three referees by December 31, 1991 to: Dr. T.E. Feasby, Professor and Head, Department of Clinical Neurosciences, The University of Calgary, 1403 - 29 Street N.W., Calgary, AB, T2N 2T9.

## ONCOLOGY

**THE ONTARIO CANCER TREATMENT AND RESEARCH FOUNDATION,** invites applications for the position of Chief Executive Officer of the Hamilton Regional Cancer Centre associated with McMaster University and the Hamilton Civic Hospital, Hamilton, Ontario, Canada. The centre currently sees over 4,000 new cancer cases per year. The program includes multidisciplinary consultation with all oncology subspecialties and provides facilities for radiotherapy, chemotherapy, research and teaching. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The post is available after February 1, 1992. Remuneration is open to negotiation. Applications with curriculum vitae and a list of three referees should be forwarded to: Dr. C.H. Hollenberg, President, The Ontario Cancer Treatment and Research Foundation, 7 Overlea Boulevard, Toronto, Ontario, Canada, M4H 1A8; Tel. (416)423-4240; Fax (416)423-2017.

## ORGANIZATIONAL BEHAVIOUR

**THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science.** Applications are invited for a limited-term appointment beginning July 1, 1992. A PhD in a Social Science discipline or Administrative/Management Studies and a demonstrated commitment to research are required. Rank, salary and length of appointment will depend on qualifications and experience. The position offers an opportunity for teaching and research in an interdisciplinary administrative studies framework within a Faculty of Social Science. The centre offers courses in such areas as human resource management, information studies, management accounting, organizational behaviour, organizational theory, public business administration, technology and change, and women in the workplace. Applications (with curriculum vitae and the names of three referees who have been requested to forward letters of reference) should be sent to Professor I. Peter Sullie, Director, Centre for Administrative and Information Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Completed applications should be received by February 1, 1992. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed

## 42 ECONOMICS

St. Thomas More College, University of Saskatchewan, invites applications for a tenure track appointment in ECONOMICS at the Assistant Professor level commencing on July 1, 1992. Candidates should have the Ph.D. in hand or firmly expected by July 1992, and show promise in research and teaching. The area of specialization is open. Salary is competitive and is negotiable in accordance with qualifications and experience. This position is open to both men and women and, in accordance with Canadian Immigration requirements is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae, transcript of academic record and three letters of reference should be sent to **Kevin Corrigan, Dean, Department of Economics, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W0.** Closing date for applications is February 15, 1992. St. Thomas More College is a Catholic College federated, i.e., academically integrated, with the University of Saskatchewan.

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UNIVERSITÉ LAVAL

**Faculté de philosophie**

## PROFESSEURS, PROFESSEURES DE PHILOSOPHIE

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La Faculté de philosophie de l'Université Laval annonce l'ouverture de deux (2) postes de professeur de carrière en philosophie de langue allemande.

**CRITÈRES DE SÉLECTION :**

Posséder un doctorat en philosophie ou l'équivalent au moment de l'embauche. Manifester des aptitudes particulières pour la recherche et l'enseignement. Maîtriser la langue française et posséder une bonne connaissance de la langue allemande. Posséder une solide culture générale en philosophie.

La tâche d'un professeur régulier se répartit comme suit : enseignement aux trois cycles, selon les besoins de la Faculté ; encadrement des étudiants et des étudiantes ; participation aux travaux de recherche dans sa spécialité ; participation à l'administration de l'Unité.

**L'Université Laval applique un programme d'accès à l'égalité qui consacre la moitié des postes vacants à l'engagement de femmes.**

**TRAITEMENT :**

Selon le rang universitaire et la convention collective.

**DATE PROBABLE D'ENTRÉE EN FONCTION :**

Le 1er juin 1992.

Adresser lettre de candidature, curriculum vitae et trois (3) lettres de recommandation, **avant le 1er février 1992, à :**

**François Routhier, doyen**
**Faculté de philosophie**
**Pavillon Félix-Antoine-Savard**
**Université Laval, Québec**
**G1K 7P4**

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University of Lethbridge

# FACULTY OF EDUCATION ACADEMIC POSITIONS

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The Faculty of Education at the University of Lethbrige invites applications for three (3) probationary (tenure-track) positions for candidates with a strong interest/expertise in teacher education at the undergraduate level. The Faculty also offers a post-degree diploma and an MEd program. Candidates should have demonstrated their excellent teaching ability at both the school and university levels; have an interest/experience/expertise in field supervision of student teachers and working with cooperating teachers; and have a demonstrated commitment to research. A doctorate or near completion of studies toward this designation is desirable. The Faculty is particularly interested in hiring individuals with expertise in one, and preferably more than one of the following areas:

- Social Studies Education
- Educational Foundations (Sociology)
- Elementary Education (K-6)
- Educational Psychology (Counselling)
- Evaluation of Student Learning

Salary: Commensurate with qualifications and experience. (Assistant Professors from $37,500 to approximately $45,000; Associate Professors from $42,000 to approximately $55,000). The appointments are expected to be made at the Assistant or Associate level.

Effective date for all Appointments: July 1, 1992

Closing date for Applications: January 15, 1992

The University aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Other qualifications being equal, hiring preference will be given to persons who are bilingual (English/French).

Letter of application, full curriculum vitae and names of three references to be sent to:

Dr. E. Mokosch, Dean of Education, The University of Lethbridge
4401 University Drive, Lethbridge, Alberta T1K 3M4

ed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

### PHARMACY

**THE UNIVERSITY OF MANITOBA, Faculty of Pharmacy, Faculty Position in Clinical Pharmacy.** Applications are invited for a full-time position is Clinical Pharmacy, at the renk of Assistant Professor. The initial appointment will be for a two-year term (negotiable). Applicants must have completed B.Sc. (Pharmacy) and Doctor of Pharmacy degrees, preferably with some additional research training or a Research Fellowship, or have a clinically-oriented Ph.D degree. The position is available July 1st, 1992, or as soon thereafter as possible. The duties will include teaching Clinical Pharmacy, Pharmacotherapeutics, and related course material to undergraduate and graduate students. The successful applicant will also be expected to develop a clinical research program. The University of Manitoba is affiliated with two major teaching hospitals which have a combined total of approximately 2,000 beds, and which offer excellent opportunities for clinical practice and clinical research. **The Faculty** of Pharmacy is located on the Fort Garry Campus of the University of Manitoba, and has a student intake of fifty each year. The Faculty currently operates a four-year program leading to the degree of B.Sc. (Pharmacy), and plans to move to a five-year program in 1992-93. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applicants should send curriculum vitae, details of teaching and research interests, and three letters of reference to: Dr. A.E. Steele, Dean, Faculty of Pharmacy, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Tel: (204) 474-6794; Fax (204) 276-7505.

### PHILOSOPHY

**UNIVERSITY OF WINDSOR: The Department of Philosophy** invites applications for a tenure track position at the rank of Assistent Professor. The position, subject to final budgetary approval, will be effective July 1, 1992. Applicants should have a Ph.D. and e record of scholarly publications is desirable. Specializations in two or more of the following areas preferred: 19th Century European philosophy, contemporary ethical and social/political theory, contemporary Anglo-American philosophy, history and philosophy of science, feminist theory. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. The University of Windsor is committed to equity in employment. Female candidates ele especially encouraged to apply. Applications, including a curriculum vitae and letters of reference from three referees, should be received by January 20, 1992. Attention: Dr. R.C. Pinto, Head, Department of Philosophy, University of Windsor, Windsor, Ontario, N9B 3P4

**CONCORDIA UNIVERSITY: The Philosophy Department** invites applications for three tenure-track positions at the rank of Assistant Professor starting 1 August 1992. Salaries negotiated by experience from the 1991/92 floor of $36,740. Areas of specialization are from among Ancient Western Philosophy, Ethics, Logic, Cognitive Science. Area of competence are from among Nineteenth Century Philosophy, American Philosophy, Medieval Philosophy, Philosophy of Language, Philosophy of Science, Philosophy of Mathematics. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications should be received by February 1, 1992, for consideration by the Department. Send applications to: Dr. Christopher B. Gray, Chair, Philosophy Department, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6.

**UNIVERSITY OF TORONTO: The Department of Philosophy and the Centre for Bioethics,** University of Toronto, invite applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1992. Ph.D. and evidence of excellent teaching required. Area of specialization: bioethics. Duties include research and teaching in areas of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications: 30 December 1991. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages both women and men to apply for positions. The Department and the Centre are particularly interested in attracting qualified female applicants. Initial funding for this position is made possible by an Anson Professorship.

**THE UNIVERSITY OF BRITISH COLUMBIA The Department of Philosophy** at the University of British Columbia invites applications for a tenure track position at the rank of Assistant Professor subject to final budgetary approval. The appointment is effective either 1 July 1992 or January 1993, subject to negotiation. The Department has needs in the following areas: logic and philosophy of language, continental rationalists and Kant, philosophy of science, philosophy of law. The primary requirements for this position is excellence in research and teaching. Salary commensurate with qualifications and experience. Qualified applicants are encouraged to send a copy of their curriculum vitae, together with a sample of their written work, and three letters of reference to: Dr. Howard Jackson, Head, Department of Philosophy, University of British Columbia, Vancouver, B.C., Canada V6T 1Z1 by January 31, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicents. Appointment may be considered at the rank of full professor for a senior applicant with exceptional qualifications who is a woman, e person with a disebility, e member of a visible minority, or a native person.

**UNIVERSITY OF VICTORIA: Tha Department of Philosophy** at the University of Victoria invites applications for one eight-month sessional appointment at the junior level to begin 1 September 1992, subject to budgetary approval. Each appointee will be asked to teach o full year introduction to Philosophy class, plus some combination or other of the following, for a total teaching load of 2 1/2 full year courses: (1) a fully year (300 level) course in philosophy of language; (2) a full year (300 level) course on the empiricists and Kant; (3) a one-half year (200 level) course on moral problems of contemporary society, or a single term (200 level) course on the ethics of violence and war. Preference will be given to applicants with a Ph.D and teaching experience. In accordance with Canadian immigration requirements, priority will be given to Canedian citizens and permanent residents. The University of Victono is committed to an employment equity program. In consideration of the current gender imbalance in the Department, women are particularly encouraged to apply. Applications, including a CV, should be sent to: Dr. Jeffrey E. Foss, Chair, Department of Philosophy, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. Arrengement should be made for three letters of reference to be sent directly to the Department. Submission deadline (including letters of reference): 3 February, 1992

**THE UNIVERSITY OF WESTERN ONTARIO: Philosophy, Tenured Associate or Full Professor.** Record of distinguished research and publication. Excellence in teaching undergraduate and graduate courses and in supervising graduate dissertations. Area of specialization: History and Philosophy of Science, with special interest in philosophy of physics, probable inference and confirmation theory, or cognitive science. Appointment effective July 1, 1992, or when position is filled. Salary negotiable. Applications with curriculum vitae, samples of writing and at least three letters of reference should be sent before January 1, 1992 to: Dr. R.E. Bullis, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario N6A 3K7. Position is subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

### PHYSICAL EDUCATION

**BRANDON UNIVERSITY** is seeking applications for the position of instructor in Physical Education and Head Coach of the Varsity Women's Basketball Team. The successful applicant should have a Master's degree or equivalent, a broad background in physical education and experience in basketball at a high-performance level. The successful candidate must be prepared to teach courses in both activity and theory areas in physical education to undergraduate students, be prepared to conduct a high profile program in women's intercollegiate basketball and have extensive background in the following areas: knowledge of the game of basketball, ability to communicate effectively in recruitment, promotion, conducting clinics and summer camps. Rank and salary are commensurate with qualifications and experience in accordance with the current Faculty Association Collective Agreement. The preferred starting date is July 1, 1992. Interested candidates should send a curriculum vitae, original transcripts and the names of three references to Mr. S. Dzubinski, Chair, Department of Physical Education, Brandon University, MB R7A 6A9. Closing date for applications is February 15, 1992. Brandon University is committed to an Employment Equity Program. Applications from female and male applicants are encouraged. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**LAKEHEAD UNIVERSITY: The School of Physical Education and Athletics** invites applications for a probationary (tenure-track) appointment commencing July 1, 1992. Duties will include teaching graduate and undergraduate courses in sport psychology. Preference will be given to candidates with an earned doctorate and university teaching experience would be an asset. The successful candidate should show promise of programmatic research and eligible for external funding. The appointment is expected to be at the Assistant rank and is subject to finel budgetary approval. Applicants are asked to submit a curriculum vitae and the names of three referees by t March 1992 to: Dr. Ron Lappage, Acting Director, School of Physical Education and Athletics, C.J. Sanders Fieldhouse, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1; Fax: (807) 343-8964. For specific information about this position, lease contact: Dr. Jane Crossman, Chair of Physical Education, Telephone: (807) 343-8642. In accordance with Canadian immigration requirements, this advertisement is dracted to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginel peoples, and persons with disabilities.

**BROCK UNIVERSITY: The Department of Physical Education** invites applications for two sabbatical replacements. Duties will include undergraduate teaching in (1) movement education courses concerned with educational gymnastics, developmental games, creative dance and folk dance, (2) psycho-social aspects of physical education, and (3) movement observation. Expertise in other areas would be an asset. Appointments are dependent upon sabbatical guarantee and budgetary approval. Applicants must have a Ph.D. (or be near completion) and be committed to teaching and research. Salary and rank commensurate with qualifications and experience. Closing date for applications is March 2, 1992. Applicants should submit a letter of application, a statement of research interest, a curriculum vitae, and three confidential letters of reference to: Dr. V. Jean Wilson, Chair, Department of Physical Education, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canedian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer. Smoking at Brock University is strictly controlled.

**BROCK UNIVERSITY: The Department of Physical Education** invites applications for two appointments, effective July 1, 1992. Duties include undergreduate teaching in (a) history of physical education, (b) adapted physical education, and (c) movement education. Expertise as well in one of the following would be an asset: health, motor development, psycho-social cultural aspects, or in another area of physical education. Applicants must have a Ph.D. (or be near completion) and be committed to teaching and research. Salary and rank commensurate with qualifications and experience. Closing date for applications is January 20, 1992. All appointments subject to budgetary approval. Applicants should submi a letter of application, a statement of research interest, a curriculum vitae, and three confidential letters of reference to: Dr. V. Jean Wilson, Chair, Department of Physical Education, Brock University, St. Cethannes, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer. Smoking at Brock University is strictly controlled.

### PHYSICS

**UNIVERSITY OF WINDSOR: The Department of Physics** invites applications for a tenure track faculty appointment at the assistant professor level. The appointment, subject to final budgetary approval, will be effective July 1, 1992. The Department specializes in research in the areas of atomic and molecular physics and condensed-matter physics. Applicants should have research interests and demonstrated expertise in these areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Windsor is committed to equity in employment. Female candidates are especially encouraged to apply. Applications will be accepted until January 15, 1992 or until the position is filled. Curriculum vitae and the names of three referees, should be directed to: Dr. M. Schlesinger, Head, Department of Physics, University of Windsor, Windsor, Ontario, N9B 3P4 (FAX: 519 973-7050).

**LAKEHEAD UNIVERSITY: The Department of Physics** at Lakehead University is seeking applicants for a probationary (tenure-track) appointment at the level of Assistant Professor. Applicants must have a Ph.D. in Condensed Matter Physics and have some postdoctoral experience. Candidates will be evaluated on the basis of potential contribution to the teaching and research programs of the Department. This position is subject to budgetary approval. Applicants should send their curriculum vitae with the names and addresses of three references before January 31, 1992 to: Dr. Jim Gallen, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

**UNIVERSITY OF SASKATCHEWAN, Faculty Position in Physics.** The Department of Physics invites applications for a tenure track position in theoretical physics at the assistant professor level to commence July 1, 1992. Preference will be given to candidates with interests in the areas of astrophysics, cosmology and field theory and who have a strong commitment to undergraduate and graduate teaching. Applicants with expertise in other areas of theoretical physics will also be considered. The Physics Department's main fields of research are subatomic physics, plasma physics and space and upper atmospheric physics. Applications, together with curriculum vitae and letters of recommendation from three referees, should be sent to: Head, Department of Physics, University of Saskatchewan, Saskatoon, Sask. S7N 0W0, prior to February 1, 1992. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Saskatchewan is committed to the principles of employment equity. The position is subject to budgetary confirmation.

### POLITICAL SCIENCE

**UNIVERSITY OF TORONTO - SCARBOROUGH CAMPUS, Political Science:** Applications are invited for a two year contractually limited position in Political Science at the Assistant Professor level, commencing 1 July 1992. Teaching responsibilities will be in the field of Canadien government. The ability to teach political theory will be considered an assel. PhD or near completion is required. Salary will be commensurate with qualifications. Applications, including curriculum vitae and the names of three referees should be submitted by 31 January 1992 to: Professor E.C. Relph, Chair, Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

**UNIVERSITY OF VICTORIA: The Department of Political Science** at the University of Victoria will be making two tenure track appointments for contract periods beginning July 1, 1992. The Department invites applications from persons specializing in Soviet/East European Politics, the Politics of Developing Areas, or Canadian Government and Politics. These appointments will be made at the Assistant or Associate Professor level. Applicants should have a completed Ph.D. and a commitment to affective teaching and scholarly research. The Department is especially interested in candidates with comparative research interests. In accordance with Canadian immigration requirements, this advertise-

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University of Alberta
Edmonton

## Assistant Professor
## Department of Classics

The Department of Classics invites applications for a tenure-track position at the Assistant Professor level (1991-92 salary range: $38,955 - $55,755) commencing July 1, 1992. Applicants should be specialists in either Latin Prose Literature or Greek History, and be prepared to teach a broad range of general Classics courses such as The Greek World, The Roman World, Greek and Roman Mythology. Completed PhD and successful teaching experience required.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications, including a covering letter, curriculum vitae, university transcripts, and the names of three referees should be sent, by January 31, 1992, to:

The Chairman
Department of Classics
University of Alberta
Edmonton, Alberta T6G 2E5

*The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.*

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UNIVERSITÉ LAVAL

**Département de langues et linguistique**

Professeur ou professeure de français langue seconde. Poste à temps complet. Date d'entrée en fonction : **le 1er juin 1992.** Doctorat en linguistique avec spécialisation en traduction ou en didactique des langues. Excellente connaissance du français et de l'anglais. Expérience de la recherche universitaire en linguistique différentielle orientée vers la didactique du français langue seconde ou étrangère. Dossier de publications dans l'un ou l'autre des domaines susmentionnés. Aptitude au travail en équipe. Enseignement dans les programmes de français langue seconde, notamment de cours de traduction de l'anglais vers le français et de linguistique différentielle. Recherche en linguistique différentielle (de l'anglais vers le français), en didactique des langues ou dans un domaine connexe. Encadrement d'étudiants / es de 2e et 3e cycles. Conditions d'engagement et traitement selon la convention collective en vigueur entre l'Université Laval et le Syndicat des professeurs de l'Université Laval. Curriculum vitæ complet et à jour, un exemplaire des principales publications, ainsi que le nom, l'adresse de trois répondants / es et, le cas échéant, la liste des employeurs à, Monsieur le directeur, Département de langues et linguistique, Faculté des lettres, Pavillon Charles-De Koninck, Université Laval, Québec, G1K 7P4. Date de clôture du concours : **le 28 février 1992.**

**L'Université Laval applique un programme d'accès à l'égalité qui consacre la moitié des postes vacants à l'engagement de femmes.**

**N.B. : Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens/nes canadiens/nes et aux résidents/es permanents/es.**

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Hong Kong Polytechnic

## HEAD OF DEPARTMENT OF ACCOUNTANCY

The Hong Kong Polytechnic was established in 1972. With a full-time equivalent student population of 13,500 and a full-time academic staff establishment of around 1,000, it is the largest of the higher education institutions in Hong Kong, offers a wide range of advanced courses and pursues research to doctorate level.

The Department of Accountancy is a constituent part of the Polytechnic's Division of Business and Information Systems comprising the departments of Accountancy, Business Studies, Computing, Hospitality Management, and Management. The Division is the major provider of this type of education in Hong Kong.

The Department of Accountancy is the largest end longest established body providing education for the accountancy profession in Hong Kong. The BA(Hons) Degree in Accountancy, offered by the Department, is by far the degree courses with the largest annual student intake of 260 within the Polytechnic. In addition, the Department also otters four part-time courses at Endorsement Certificate and Higher Certificate levels, and provides an extensive range of revision courses for the Hong Kong Society of Accountants Examination. The Department currently has approximately 850 full-time end 2,000 pert-time students. In 1990, over 3,000 students enrolled for the revision courses.

The Department has an academic establishment of 48 providing teaching in courses oltered by the Department and in all accountancy related subjects for other courses in the Polytechnic. Head of the Department will be expected to provide leadership to this team in all aspects of academic activities including teaching, reseerch end consultancy.

**Qualifications and Experience**
Candidates should have appropriate high academic and/or professional qualifications, together with successful and relevant experience in tertiary education, business, research or consultancy. The successful candidate will be required to demonstrate the personal qualities necessary to lead and manage the Department in its diverse functions.

**Professoriel Title**
Consideration will be given to the award of the title of Professor to a suitably qualified appointee.

**Salary and Conditions of Service**
The salary is within a range and not less than HK$657,000 p.e.
(CAN$1 = HK$6.90 as at 6 November 1991).

Initial appointments at this level are normally made on a fixed term contract ot four years at the end of which e gratuity equal to 25% of salary earned over the whole contract period is payable. Subject to mutual egreement, a further appointment may be offered at the end of the initial contract period, either on the basis of a further gratuity bearing fixed term contract or on superennuable terms. Other benelits include subsidized housing, leave, passages, medical end dental scheme, and children's education allowance.

**Applications**
Application including curriculum vitae and the names of three referees should be sent to the General Secretary, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before Dec. 30/91. (Fax 852 364-2166). Further information is available from the same office. Candidature may be obtained by nominations. The Polytechnic reserves the right not to fill this post or to fill it by invitation.

ment is directed in the first instance to Canadian citizens and permanent residents. Other qualified candidates are also encouraged to apply. The University of Victoria is committed to an employment equity program. In accordance with the Department's equity plan, at least one of the two appointments will be a woman. The closing date for receipt of applications is January 15, 1992. Applications, including a curriculum vitae, should be sent to Professor Jenny Wilson, Chair, Department of Political Science, University of Victoria, P.O. Box 3050, Victoria, British Columbia, V8W 3P5. Applicants should ask three referees to send letters of reference directly to the Chair.

**UNIVERSITY OF ALBERTA: The Department of Political Science,** University of Alberta, invites applications for a tenurable position at the junior assistant professor level in the field of Canadian Politics. Applicants should have a completed Ph.D. and a commitment to effective teaching and research. Substantial interest or demonstrated competence in public policy is desirable but all subfields will be considered. For 1991-92, the minimum salary for assistant professors is $38,953. A curriculum vitae, three confidential letters of reference and transcripts should be sent to Professor Allen Tupper, Chairperson, Department of Political Science, University of Alberta, Edmonton, Alberta, T6G 2H4 by the deadline of 1 February, 1992 or until position is filled. The position is subject to confirmation of funding. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**WILFRID LAURIER UNIVERSITY: The Department of Political Science of Wilfrid Laurier University** invites applications for an academic appointment commencing July 1, 1992, subject to budgetary approval. The rank and duration of the appointment will be commensurate with academic qualifications, research record and teaching experience. Although applications were sought from academics in any field(s) of the discipline, areas of particular need include Scopa and Methods in Political Science, and World Politics (International Relations). The Department has both undergraduate and graduate programs. The university welcomes applications from all qualified women and men. Applications, including curriculum vitae and the names of three referees should be sent by February 28, 1992, to Dr. John McMenemy, Chairperson, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**UNIVERSITE LAVAL: Professeure* ou Professeur de science politique** (4 postes). Description: Un poste en sociologie politique avec spécialisation en communication politique; (préférence pour le discours politique, l'opinion publique et les études électorales); Un poste en relations internationales avec spécialisation en économie politique internationale ou Europe orientale; Un poste en philosophie politique avec préférence pour le domaine de l'histoire des idées politiques et celui de l'analyse normative; Un poste en administration publique et en analyse des politiques avec préférence pour le domaine du management public. Fonctions: Enseignement aux trois cycles d'études; Encadrement de travaux des deuxième et troisième cycles, Activités de recherche. Exigences: Détenir un doctorat au moment de l'entrée en fonction. Traitement: L'engagement se fait normalement au rang d'adjoint ou d'adjointe. Selon la convention collective. Entrée en fonction: La 1er juin 1992. Tout dossier de candidature doit être expédié au plus tard le 15 janvier 1992, complété de trois lettres de recommandation que l'on fera parvenir à: M. Gilles Breton, Directeur, Département de science politique, Université Laval, 1316 université, Québec, Québec, Canada G1K 7P4; Tél: (418) 656-2407; Télécopieur (fax): (418) 656-7861. *L'Université Laval applique un programme d'accès à l'égalité qui consacre la moitié des postes vacants à l'engagement de femmes.

**McMASTER UNIVERSITY. The Department of Political Science** at McMaster University invites applications for a tenure-track position in International relations subject to budgetary approval. Candidates will be expected to have teaching and research interests in international political economy and international relations theory. The appointment will be at the Assistant Professor level and will commence on 1 July, 1992. McMaster is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and three letters of reference, should be sent to: Dr. Michael M. Atkinson, Chair, Department of Political Science, McMaster University, Hamilton, Ontario, L8S 4M4. The closing date for the receipt of applications is 31 December 1991.

**McMASTER UNIVERSITY. The Department of Political Science** at McMaster University invites applications for one tenure-track position in either comparative politics or public law and political theory subject to budgetary approval. Candidates for the comparative politics position will have teaching and research interests in one or more countries outside of North America and Europe, and a strong background in the theories of political development. Candidates for the position in public law/political theory will have teaching and research interests in constitutional law and legal theory and be able to participate in the Department's public policy program. The appointment will be at the Assistant Professor level and will commence on 1 July, 1992. McMaster University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and three letters of reference, should be sent to: Dr. Michael M. Atkinson, Chair, Department of Political Science, McMaster University, Hamilton, Ontario, L8S 4M4. The closing date for the receipt of applications is 31 December 1991.

# Memorial
University of Newfoundland

## School of Nursing

## EMPLOYMENT OPPORTUNITY

Applications are invited for tenure-track positions in Memorial's School of Nursing, including its distance education program. Appointments, normally made at the lecturer or assistant professor rank, will commence in the fall semester of 1992.

A masters degree is required, doctoral degree preferred. Competence in two areas of clinical nursing practice is a requisite. One of these should be in community health, mental health or maternal-child nursing. Education and experience in methods of distance education is an asset.

The successful candidates are expected to develop and teach nursing courses in classroom and clinical settings and maintain an ongoing program of research.

Applications with *curriculum vitae* and the names of three referees should be sent to:

Dr. V.E. Ribeiro
Acting Director
School of Nursing
Memorial University of Newfoundland
St. John's, NF
A1B 3V6

The closing date for applications is January 31, 1992.

In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

## POLITICS

**BROCK UNIVERSITY: The Department of Politics,** Brock University, will make up to four one-year or two-year appointments (subject to budgetary approval). A completed or nearly completed Ph.D. is required, and teaching experience and evidence of scholarly potential are desired. Applicants fields are Canadian politics, Canadian public administration, political philosophy, and the judicial process and judicial administration in Canada. Candidates qualified to teach in one or more of those areas are encouraged to send applications, including a c.v. and the names of three referees, to the Chair, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1. Applications close February 15, 1992, and appointments will be effective July 1, 1992. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Smoking at Brock University is strictly controlled.

## PSYCHIATRY

**UNIVERSITY OF OTTAWA: Academic Forensic Psychiatrist.** Academic position available immediately for an experienced Forensic Psychiatrist to work in general Forensic psychiatry at the Forensic Program of the Royal Ottawa Hospital and University of Ottawa. Applicants must have had teaching experience and must have research interest and capabilities. Some background in the treatment of the paraphilias is also necessary as there would be a commitment to work in a Sexual Behaviours Clinic. Curriculum vitae and three references should be forwarded to: John Bradford, Director, Forensic Program, Royal Ottawa Hospital, 1145 Carling Ave., Ottawa, Ontario, Canada K1Z 7K4.

## PSYCHOLOGY

**ACADIA UNIVERSITY: Tenure-track position in Clinical Psychology.** The Psychology Department of Acadia University is receiving applications for a tenure-track appointment in clinical psychology at the assistant professor level. The successful applicant will be expected to teach undergraduate and graduate courses in clinical psychology and to supervise undergraduate and graduate student theses. Ability to teach a graduate level research design and statistics course would also be an asset. Research potential within any area of clinical psychology will be a key criterion in selecting among applicants. Applicants should also have clinical experience and be registered or eligible for registration in Nova Scotia. In keeping with Canadian immigration requirements, this ad is directed in the first instance to Canadian citizens and landed immigrants. Acadia University is an equal opportunity employer. Apply by sending a curriculum vitae, a statement of research plans, and three letters of reference to Dr. Peter McLeod, Chair, Clinical Search Committee, Department of Psychology, Acadia University, Wolfville, Nova Scotia, B0P 1X0 Canada. Inquiries can be sent via Internet to PMCLEOO@ace.acadiau.ca). Applications will be received until January 1st, 1992.

**UNIVERSITY OF TORONTO: The Department of Psychology** at the University of Toronto invites applications for a tenure-track position in the field of Cognitive Psychology at the rank of Assistant Professor beginning July 1992. Applicants should have a PhD or be near completion. Teaching duties will primarily comprise the instruction and management of a large introductory Psychology class; therefore experience of this type of teaching is desirable. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and three letters of reference to Dr. A. Martin Wall, Chair, Department of Psychology, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Deadline: December 31, 1991. The University of Toronto encourages both women and men to apply for positions.

**LAKEHEAD UNIVERSITY: The Department of Psychology** at Lakehead University invites applications for two probationary (tenure-track) positions and one term appointment commencing July 1, 1992 or other mutually acceptable time. Fields of Specialization: Developmental Child Psychology, clinical relevance desirable, Counselling and Psychotherapy, or any other field with direct relevance to Clinical Psychology. In addition, the Department is seeking nominees for the NSERC and Killam Faculty Awards Program. Candidates who qualify under this program are especially urged to apply. The successful candidates will have a Ph.D. and an established research record. University teaching experience would be an asset. The Department has very large Undergraduate and Graduate programs with Masters programs in Clinical and Experimental Psychology. A Ph.D. in Clinical Psychology is being planned. These positions are subject to final budgetary approval. Applicants are asked to submit a curriculum vitae, samples of publications, and three letters of reference to: Dr. Jim Gallen, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. Additional information can be obtained through Dr. Paul Satinder, Chairperson, Department of Psychology, (807) 343-8630. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

**McMASTER UNIVERSITY: The Department of Psychology** at McMaster University invites applications for a tenure-track appointment at the Assistant Professor level effective July 1, 1992. Applicants' research interests should be in the area of perception, neuropsychology or cognitive neuroscience. Applicants with quantitative or biological perspectives, and interests in the study of human behaviour will be considered equally. Letters of application should include a curriculum vitae, reprints of relevant publications, summary of present and proposed research, and the names and addresses of at least three referees. Closing date for applications is January 31 1992. Salary will be based on qualifications and experience. This position is subject to final budgetary approval. Applications should be sent to: Dr. Harvey P. Weingarten, Chair, Department of Psychology, McMaster University, Hamilton, Ontario, Canada L8S 4K1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is an equal opportunity employer.

**LUTHER COLLEGE, UNIVERSITY OF REGINA: Psychology.** Applications are invited for a tenure track position in Psychology at the Assistant Professor level starting July 1, 1992, subject to budgetary approval. Candidates should have a Ph.D. in Psychology with an interest in some of the following areas: clinical, health or family psychology. Responsibilities include undergraduate teaching, research, academic counselling, and College and University committee work. Applications should include a curriculum vitae outlining disciplinary interests, teaching experience, a sample of publications, and three letters of reference which are to be sent to Dr. Arthur A. Krentz, Academic Dean, Luther College, University of Regina, Regina, Sask., S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Luther College is committed to employment equity and encourages applications from all qualified applicants. Deadline for applications is December 31, 1991.

**UNIVERSITY OF OTTAWA: Psychology.** The School of Psychology of the University of Ottawa anticipates three tenure-track vacancies as of July 1st, 1992, preferably at the Assistant Professor level, though outstanding candidates at this Associate level could be considered. Priority will go to applicants in the areas of child or adult clinical psychology and also in developmental psychology (preferably cognitive development). Applicants should meet the following minimum requirements: Doctorate in Psychology and research competences. Fluency in French and English (i.e., ability to teach in both languages) is essential. The minimum salary for the current academic year is: $39,022 at the level of Assistant Professor and $47,326 at the level of Associate Professor. Applications should be received before December 31, 1991. Submit a letter of application, vita, names and addresses of three referees and two recent publications from refereed journals or other visible evidence of scholarly publication to: Dr. Pierre Baron, Director, School of Psychology, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Les candidatures exceptionnelles au niveau de professeur(e) agrégé(e) pourront être considérées. La priorité sera accordée aux candidatures dans le domaine de la psychologie clinique de l'enfant ou de l'adulte ainsi que dans le domaine de la psychologie du développement (préférablement développement cognitif). Les qualifications minimales sont le doctorat en psychologie et un très bon potentiel en recherche. La connaissance du français et de l'anglais (i.e., capacité d'enseigner dans les deux langues) est essentielle. Le salaire minimum du trimestre en cours au niveau de professeur adjoint est de $39,022 et à celui de professeur agrégé de $47,326. Les candidatures devraient être soumises avant le 31 décembre 1991. Adresser une lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants, ainsi que les liés à part de deux publications récentes ou de tout autre document constituant une preuve académique sur: Dr Pierre Baron, Directeur, Ecole de psychologie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus.

**UNIVERSITY OF WINDSOR: Clinical Psychology.** The Department of Psychology at the University of Windsor invites applications for a tenure-track position available in its APA-and CPA-approved Clinical Psychology program. The appointment is subject to final budgetary approval, will be effective July 1, 1992. The successful candidate will have a Ph.D. in Clinical Psychology, a strong commitment to research, be eligible for Registration in Ontario, and be qualified to teach and supervise adult and/or family psychotherapy. Applications will be accepted until January 15, 1992 or until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment; female candidates are especially encouraged to apply. Each applicant should send a curriculum vitae and the names of three referees to: Dr. Robert Orr, Department of Psychology, University of Windsor, Windsor, Ontario, N9B 3P4; Fax: (519) 973-7050.

**UNIVERSITY OF TORONTO (Scarborough Campus):** One-year Visiting Professor position in Psychology for the academic year 1992-93. Ph.D. required. Active research program essential. Teaching responsibilities may include introduction to psychology and an advanced level course in cognition or perception. Salary dependent on rank. Closing date for applications is February 14, 1992. Letter of application, curriculum vitae and 3 letters of reference should be sent to Dr. John M. Kennedy, Division of Life Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. The University of Toronto has an Employment Equity Policy and encourages both women and men to apply for positions.

**ST. THOMAS UNIVERSITY: The department of psychology** at St. Thomas University invites applications for two positions: one probationary (tenure-track) and one two-year limited term at the rank of assistant professor, effective July 1, 1992. The successful candidates will be expected to teach a standard load of three full courses or equivalent and to supervise honours thesis research. For the probationary position, we are seeking a person with teaching and research excellence in life-span developmental psychology with specialization in aging. For the limited-term position, we are seeking a person with teaching and research excellence in an area of applied psychology (preferably industrial/organizational, health, or environmental) and teaching excellence in research design and statistics. A Ph.D. degree is required for the probationary position. A Ph.D. is expected for the limited-term position as well, but applicants with a Ph.D. near completion may be considered for an appointment at the rank of lecturer. Applicants are asked to submit a curriculum vitae and samples of scholarly work, and to arrange to have three letters of recommendation sent directly to Dr. Gary Hughes, Chair, Department of Psychology, St. Thomas University, P.O. Box 4569, Fredericton, New Brunswick, E3B 5G3 (FAX: (506) 450-9615). Closing date: February 14, 1992. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

**UNIVERSITY OF WATERLOO: The Department of Psychology** at the University of Waterloo anticipates openings in Clinical Psychology, Cognitive Psychology, and Industrial/Organizational Psychology. The preference is for appointments at the level of assistant professor, but applications at the associate level are welcome as well, and will be considered. Responsibilities include teaching at both the graduate and undergraduate levels, development of a sustained research program, supervision of student research, and collegial participation in department activities. The clinical psychology position requires a Ph.D. from an approved doctoral programme in clinical psychology and duties of the position include clinical supervision. Applicants should submit a cover letter, vita and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to Dr. T. Gary Wallace, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Consideration of applicants will begin December 15, 1992. Appointments are subject to budgetary approval. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

**SIMON FRASER UNIVERSITY: The Psychology Department** invites applications for a tenure-track position at the Assistant Professor level, starting September, 1992, subject to budgetary approval, in the field of behavioural neuroscience. Qualifications include a PhD, an active research program, and a commitment to teaching. In addition to teaching undergraduate and graduate courses in his or her specialty areas, it would be advantageous if the successful candidate could contribute to core teaching in such areas as introductory psychology, research methods, data analysis, and the history of psychology. Salary will be commensurate with qualifications and experience. Send letter of application, curriculum vitae, a sample of recent reprints, and three letters of reference to Dr. Barry Beyerstein, Search Committee Chair, Department of Psychology, Simon Fraser University, Burnaby, B.C. V5A 1S6. The closing date for applications is January 31. In accordance with Canadian immigration requirements, this advertisement is directed to people who are eligible for employment in Canada at the time of application. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

**McGILL UNIVERSITY, Department of Psychology.** Applications are invited for a tenure-track appointment at the Assistant Professor level to commence September 1992. Individuals whose research is concerned with any aspect of the physiological basis of behaviour including but not limited to sensory or motor processes, learning and memory, motivation and neuroethology are invited to apply. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Applicants should also send a curriculum vitae, copies of research publications and a brief statement describing their current research and future research plans to Dr. T. Wikinson, Chair, Physiological Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. Applications should be received by January 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**QUEEN'S UNIVERSITY. Department of Psychology.** A tenure track position at the Assistant Professor level is available starting 1 July 1992 or as soon as possible, in the area of 1) Clinical Neuropsychology, or 2) Health Psychology/Behavioural Medicine. The successful candidate in the area of neuropsychology will have a specialization in the assessment/rehabilitation of patients with neurological disorders, will have a program of research that falls within this specialization and will be qualified to teach clinical skills in neuropsychology. The successful candidate in Health Psychology/Behavioural Medicine will specialize in the application of psychology to the promotion and maintenance of health, the prevention and treatment of illness, and the identification of etiology and diagnostic correlates of health, illness and related dysfunctions. Candidates in either area

## THE UNIVERSITY COLLEGE OF THE CARIBOO
## INVITES APPLICATIONS FOR THE FOLLOWING ADMINISTRATIVE POSITIONS

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**ASSOCIATE DEAN**
**BACHELOR OF ARTS PROGRAM - 92-500**

The Associate Dean of Arts reports to the Dean of Arts and Education and provides academic and administrative leadership to the Bachelor of Arts degree program, offered since 1989 in co-operation with the University of British Columbia. Liaison with U.B.C., curriculum co-ordination, faculty evaluation and student advising are important components of the position. The Associate Dean also carries some administrative responsibilities in other divisional programs.

Qualifications: Graduate degree in an Arts discipline required, doctorate preferred; several years of teaching and scholarly activity, and administrative experience at the post-secondary level. University experience desirable.

Commencement Date: May 1, 1992, or soonar it available.

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**ASSOCIATE DEAN**
**BACHELOR OF EDUCATION PROGRAM - 92-501**

The Associate Dean of Education reports to the Dean of Arts and Education and provides academic and administrative leadership to the Bachelor of Education program. The University College of the Cariboo currently offers the Elementary program, in co-operation with the University of British Columbia and hopes to offer the Secondary program in coming years. The Associate Dean also carries some administrative responsibilities in other divisional programs.

Applicants should have a doctoral degree in Education, teaching experience in elementary/secondary schools and in a teacher education program. Administrative experience, both in the public school system and in a post-secondary institution, is preferred. Knowledge of the school system in British Columbia, especially the recent and proposed changes, is desirable. Consideration will be given to applicants eligible for membership in the B.C. College of Teachers.

Commencement Date: May 1, 1992

Salary: (for both positions) - $47,160.00 - $56,025.00

Closing Date (for both positions): January 31, 1992

**PLEASE FORWARD CURRENT CURRICULUM VITAE OUTLINING ACADEMIC QUALIFICATIONS, TEACHING, RESEARCH AND ADMINISTRATIVE EXPERIENCE IN EDUCATION, NAMES AND ADDRESS OF THREE REFEREES, FORMAL VERIFICATION OF EDUCATION LEVEL, AND COMPETITION NUMBER TO:**

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UNIVERSITY OF
# WINDSOR

## VISITING HUMANITIES FELLOWSHIPS

Applications are invited for Visiting Humanities Fellowships, tenable at the University of Windsor in the 1992-93 academic year. Scholars with research projects in traditional humanities disciplines or in interdisciplinary research are particularly encouraged to apply. The Fellowship will appeal to sabbaticants and those holding research grants, including post-doctoral awards. Qualifications: doctorate or equivalent in experience, research and publications. The non-stipendiary Fellowship is tenable at the University of Windsor for a period of four months to one year. The Humanities Research Group provides office space, university affiliation, library privileges and assists Fellows in establishing contacts with individuals, groups, libraries and institutions in the Southwestern Ontario/Michigan region. Fellows may be eligible to teach one course per semester in the appropriate university department. Send applications, including a CV, one page abstract and detailed description of the research project and the names of three referees to **Dr. Jacqueline Murray, Director, Humanities Research Group, University of Windsor, 401 Sunset Avenue, Windsor, Ontario N9B 3P4; Telephone** (519) 253-4232 x3508; fax (519) 973-7050. Deadline is February 28, 1992.

must be registered, or eligible for registration, as clinical psychologists in Ontario. They are expected to teach undergraduate and graduate courses, to supervise the research of undergraduate and graduate students and to maintain an active research programme. Decisions will be made on the basis of demonstrated research competence (as indicated by publication record), collegial responsibility, teaching ability and the possession of relevant clinical skills. Queen's University is now an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Queen's University is willing to help the spouses of new appointees to seek suitable employment. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. R. Kahn, Head, Department of Psychology, Queen's University, Kingston, Ont. K7L 3N6.

**UNIVERSITY OF ALBERTA: Cognitive or Developmental Psychologists.** The Department of Psychology, University of Alberta, invites applications for one and, subject to budgetary considerations, possibly two tenure track positions at the level of beginning Assistant Professor, salary range: $38,955-$55,755. Candidates with research expertise in either Cognitive Psychology or Developmental Psychology will be considered. The position in Cognitive is open with respect to area of specialization. The position in Developmental is also open with respect to area, but there is some preference for individuals with interests in language development, conceptual development, mathematical cognition, reading, scientific reasoning, spelling, or writing. Current Developmental faculty conduct research on emergent literacy, reading, or arithmetic skill. Decisions will be made on the basis of demonstrated research excellence, interactions with colleagues, and teaching ability. Applications should include a curriculum vita, three letters of recommendation, and reprints or recent publications. These materials should be sent, as appropriate, to Cognitive Search Chair, Dr. Peter Dixon, or Developmental Search Chair, Dr. Jeffrey Bisanz, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. To receive full consideration, all materials must be received by January 1, 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS.** The Psychology Department on the Saint John Campus of the University of New Brunswick invites applications for a tenure-track position, effective July 1, 1992. Applicants should have a strong research background in applied areas. Preference will be given to those specializing in Personality, Human Development, or Clinical Psychology; other areas of expertise will be considered. Applicants should have a completed or nearly completed Ph.D., commitment to effective teaching at both the graduate and undergraduate levels, and an interest in academic program development. Opportunities exist both on campus and in the community for applied work and research. Salary and rank will be commensurate with qualifications and experience. Applications, with curriculum vitae, the names of three referees, and reprints of articles should be sent to Dr. Peter McGahen, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. The University is committed to employment equity and encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to budgetary approval.

## RADIOLOGY

**SIR MORTIMER B. DAVIS JEWISH GENERAL HOSPITAL: Chief of Radiology.** The Sir Mortimer B. Davis - Jewish General Hospital, a 628 bed tertiary care teaching hospital of McGill University is inviting applications for the position of Chief of Radiology. Potential candidates should be Royal College certified (or equivalent) and have significant academic and research experience in teaching hospitals. The successful candidate will be offered a university appointment commensurate with his/her qualifications. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Interested candidates should send a copy of their curriculum vitae to: Dr. P.L. Heilpern, Associate Executive Director, Professional Services, Sir Mortimer B. Davis - Jewish General Hospital, 3755 Cote Sainte-Catherine Road, Montreal, Quebec H3T 1E2.

## RECREATION & PHYSICAL EDUCATION

**ACADIA UNIVERSITY: School of Recreation and Physical Education.** Applications are being invited for a full-time tenure track faculty position effective July 1, 1992. Qualifications include a Ph.D. in Recreation and Leisure Studies or a related field and demonstrated achievement in teaching and scholarly activities. The school of Recreation and Physical Education has a faculty complement of 14 and offers four-year Bachelor of Recreation Management and Bachelor of Physical Education degrees to 320 undergraduate students. The academic program is structured to provide a comprehensive professional education, with an area of academic specialization, and a sound liberal education. Dr. School is seeking applicants in one or more of Sport Management and Leisure Management, and other fields of specialization which contribute the broader scope of the School's needs. Letters of application, curriculum vitae and the names of three academic referees, should be sent to: Dr. W.G. McLeod, Acting Director, School of Recreation and Physical Education, Acadia University, Wolfville, Nova Scotia B0P 1X0. Applicants are requested to refer to position #30307. The closing date for receipt of applications is February 14, 1992. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

## RELIGION

**WILFRID LAURIER UNIVERSITY.** The **Department of Religion and Culture** invites applications for an appointment in Ancient Mediterranean Religions with specialisation in Hebrew Bible and Christian origins to begin July 1, 1992. The appointment may be a limited-term appointment but, subject to budgetary approval, will become tenure track in subsequent years. Applicants must have a Ph.D. and a record of publications and be qualified to support the Department's graduate as well as undergraduate programmes. Preference will be given to candidates who are knowledgeable in contemporary methods for the analysis of ancient texts and cultures. It is necessary, but not exclusive support to the Department's offerings in either Modern Western religions or Asian and indigenous religions. The University welcomes applications from all qualified women and men. Please forward curriculum vitae with names of three referees to Peter C. Erb, Chair, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Deadline for applications is January 15, 1992. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

**CONCORDIA UNIVERSITY: Hindu Studies.** The Department of Religion invites applications for an endowed Chair in Hindu Studies. The Search Committee has been struck to examine dossiers of candidates for a tenure track position at a senior level. The appointment will commence in the Fall of 1992. Candidates should have a Ph.D. degree and e significant record of publications. There should be expertise in Hindu Philosophy with some experience in comparative religion and the social scientific study of religion. The candidate is expected to contribute as well to the development of cultural life of the Montreal Hindu community. The deadline for applications is December 30, 1991. Curriculum vitae and letters of recommendation from at least three to Prof. Ira Robinson, Chair, Department of Religion, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8 (Phone: 514-848-2066). In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications form women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

**CONCORDIA UNIVERSITY: Christianity.** The Department of Religion invites applications for a tenure-track position at the rank of Assistant Professor in Christianity, commencing in the fall of 1992. Candidates should have expertise in the study of Christianity from the perspective of either one of the social sciences and/or the philosophy of religion. In addition, there should be training in or evidence of the understanding of Christianity as a religious tradition in the context of other religious traditions of the world. Secondary areas of special interest to the department are: women and religion, comparative ethics, and medical ethics. Candidates should have a Ph.D. degree and a record of publications. The deadline for applications is December 30, 1991. Curriculum vitae and three letters of recommendation should be sent to Prof. Ira Robinson, Chair, Department of Religion, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8 (Phone: 514-848-2066). In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications form women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

**CONCORDIA UNIVERSITY: Women and Religion.** The Department of Religion invites applications for a tenure-track position at the rank of Assistant Professor in Women and Religion, commencing in the fall of 1992. Candidates should have expertise in one religious tradition and training or evidence of work in comparative religion. Candidates should have a Ph.D. degree and a record of publications. The deadline for applications is December 30, 1991. Curriculum vitae and three letters of recommendation should be sent to Prof. Ira Robinson, Chair, Department of Religion, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8 (Phone: 514-848-2066). In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications form women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

**CONCORDIA UNIVERSITY.** The **Department of Religion** announces a limited term appointment in Judaic Studies commencing on 1 August, 1992 and concluding on 31 May, 1994 at the rank of Lecturer or Assistant Professor. Candidates should have a Ph.D. degree, although ABD's will be considered. Publications are highly desirable. Candidates should have expertise in the area of Judaism in Late Antiquity or the Middle Ages. Competence in another religious tradition as well as the social scientific study of religion is required. Submit CV and letters of recommendation to Ira Robinson, Chair, Department of Religion, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. (Phone: (514) 848-2066). Deadline for receipt of applications will be December 31, 1991. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

## RELIGIOUS STUDIES

**THE UNIVERSITY OF LETHARIDGE, Faculty of Arts and Science, Department of Religious Studies.** 1. Title: Assistant Professor level; probationary (tenure-track). 2. Qualifications: Ph.D., and demonstrated potential for research and teaching. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. Women and men are encouraged to apply for this position. 3. Responsibilities: The position involves the teaching of undergraduate courses and requires specialization in Indian religions (preferably with expertise in Hinduism) and requires competence to teach introductory world religions. 4. Salary (1991-92): Assistant Professor $36,450 minimum. 5. Applications: Applications should include a curriculum vitae, transcript, teaching evaluations, samples of published work (where applicable), and the names of at least three references. Write to Dr. M.F. Nelsky, Chair, Department of Religious Studies, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: 01 July 1992. 7. Closing Date: 31 January 1992.

## SCIENCE

**TRINITY WESTERN UNIVERSITY:** TWU has a possible opening for a tenure-track appointment at rank of Assistant Professor of Biology and Assistant Professor of Physics. Ideally, candidate will have completed or near completion is preferred. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. Candidates must be able to support the University's Statement of Faith and its Community Standards. Curriculum vitae, letters of reference should be addressed to Mr. Rick Sutcliffe, Acting Assistant Dean, Faculty of Natural and Applied Sciences, Trinity Western University, 7600 Glover Road, Langley, B.C. V3A 6H4 (604) 888-7511. This competition will remain open until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

## SOCIAL WORK

**KING'S COLLEGE, THE UNIVERSITY OF WESTERN ONTARIO, Department of Social Work.** Applications are invited for two tenure track positions in the Department of Social Work effective July 1, 1992. Proven teaching expertise in clinical Social Work practice with emphasis on the family is required for one position. Proven knowledge of Canadian Social Welfare policy is required for the other position. Both positions also require proven research abilities. Applicants should have completed doctorate in Social Work or related discipline. Salary and rank will be commensurate with qualifications and experience. King's College is a Liberal Arts and Social Sciences College affiliated with The University of Western Ontario. It is sponsored by the Roman Catholic Diocese of London, Ontario. It offers a B.S.W. program and is moving toward the establishment of an M.S.W. program in the near future. The faculty of the Department of Social Work is part of a full-time faculty complement of sixty at the College which has an overall enrollment of approximately 1,575 students. Applications, along with e curriculum vitae, a summary of research activities, a sample of academic writing, and the names of three references should be sent to: Dr. L. Canzona, Acting Director, Department of Social Work, King's College, The University of Western Ontario, 266 Epworth Avenue, London, Ontario N6A 2M3. Deadline: February 28, 1992, or until the positions are filled. King's College is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**THE UNIVERSITY OF BRITISH COLUMBIA, School of Social Work, Faculty Position.** A tenure track position at the Assistant Professor rank beginning July 1, 1992, subject to budgetary approval. The successful candidate, with clear promise of excellence, will be expected to teach in the area of social work practice at the undergraduate and graduate levels conduct research, and supervise graduate students. This competition is open to candidates with expertise in one or more of the following areas: family and child welfare, aging populations, rehabilitation services and human rights. Doctorate required. Salary commensurate with qualifications and experience. Send resume to Dr. Nancy Waxler-Morrison, Chair, Committee of Recruitment, School of Social Work, University of British Columbia, Vancouver, B.C. V6T 1W5. Deadline for applications: February 1, 1992. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia encourages qualified women and minority applicants.

**McMASTER UNIVERSITY: The School of Social Work** invites applications for a regular tenure track appointment at the Assistant Professor level effective July 1, 1992, subject to budgetary approval. The School offers a B.S.W. programmes and a Master's programme (M.S.W.) specializing in social policy. Expansion to include critical analysis of practice is under way in the graduate programme. The successful applicant should have a D.S.W. or Ph.D. Preference will be given to a scholar with a demonstrated knowledge of social work/welfare and health and quantitative methods. McMaster University encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae, a representative sample of academic writing and the names and addresses of three referees should be sent to Dr. Susan Wall, Director, School of Social Work, McMaster University, Hamilton, Ontario, L8S 4M2. Deadline for applications is January 1, 1992 or until the position is filled.

**WILFRID LAURIER UNIVERSITY.** Subject to budgetary approval, applications are invited for a tenure stream position at the associate or full professor level. The successful applicant will be expected to teach primarily in the doctoral program. Candidates should have a completed doctorate and a national or international reputation in clinical research and publication. Applications, including a curriculum vitae and the names and addresses of three referees, should be addressed to Dr. Shenkar A. Yelaja, Dean, Faculty of Social Work, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. Applications will be accepted until the position is filled. The University welcomes applications from qualified women and men. Wilfrid Laurier University provides a smoke-free work environment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

## SOCIOLOGY

**CONCORDIA UNIVERSITY: The Department of Sociology and Anthropology,** Concordia University invites applications for 3 probationary tenure track positions in sociology at the assistant professor level, effective August 1, 1992. The Department is currently planning to add a Ph.D. program to its existing M.A. and undergraduate programs in Sociology. Candidates should have a Ph.D. in Sociology. The Department is prepared to interview applicants from a broad range of specialties which can be related to the following general areas: community and ethnic relations, industrialization and social movements, social problems, deviance and crime, political and cultural studies, family, gender. Preference will be given to candidates with strong research and publication records and a commitment to undergraduate and graduate teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a complete curriculum vitae, two samples of written work, a covering letter stating fields of interest and arrange for 3 letters of reference to be sent to Dr. Pieter J. de Vries, Chair, Department of Sociology and Anthropology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Applications will be accepted until the end of January, 1992. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

**BROCK UNIVERSITY:** The **Department of Sociology** invites applications for a tenure-track position at the Assistant Professor level, a 2-year contractually limited appointment and a 1-year contractually limited appointment. All three positions are subject to budgetary approval. Applicants should have expertise in one or more of the following fields: criminology/corrections, social anthropology, education and mass media. Teaching load includes introductory Sociology and/or Research Methods courses. Salaries commensurate with qualifications and experience. The appointments will commence on July 1, 1992. Applicants for the tenure-track position must hold a Ph.D. in Sociology or a related discipline. Applications, including a current curriculum vitae and the names and addresses of three referees should be sent to Ann Duffy, Chair, Appointments Committee, Department of Sociology, Brock University, St. Catharines, Ontario L2S 3A1. The deadline for applications is January 31, 1992. Brock University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Smoking at Brock University is strictly controlled.

**CONCORDIA UNIVERSITY: The Department of Sociology and Anthropology** invites applications for 2 leave replacement positions at the assistant professor level, effective September, 1992. Priority will be given to the following areas of specialization: Theory, Quantitative Methodology and Gender. Candidates should have 3 Ph.D. in Sociology, e strong research and publication records and have a commitment to undergraduate and graduate teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a complete curriculum vitae, two samples of written work, and arrange for 3 letters of reference to be sent to Dr. Pieter J. de Vries, Chair, Department of Sociology and Anthropology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Applications will be accepted until the end of January, 1992. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

**BRANDON UNIVERSITY: The Department of Sociology / Anthropology** invites applications at the Assistant Professor level for a three-year term appointment (which could lead to a probationary contract). Candidates must have e strong research and teaching focus in Criminology and some combination of the following areas: Social Psychology, Formal Organizations, Industrial Sociology and Urban Sociology. Qualifications: Ph.D. in Sociology preferred (Applicants with a nearly completed Ph.D. may be considered). Salary tioor (1992-93): Assistant Professor - $34,978. Effective date of appointment is September 1, 1992. Closing date for applications is February 15, 1992. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Please send curriculum vitae with application and arrange for transcripts and three reference letters to be sent to: Dr. Peter John C. Hoidern, Dean, The Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9.

**UNIVERSITY OF VICTORIA: The Department of Sociology** at the University of Victoria will be making a tenure track appointment at the assistant professor level commencing July 1, 1992. Candidates should have substantial expertise in either theory (including feminist theory) or advanced statistics, and they should possess a Doctoral degree in Sociology by the time of appointment. Salary is competitive with other major universities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Victoria has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, visible minorities, and the physically disabled. Applications, including vitae and three letters of reference, should be sent to: Daniel J. Koenig, Chair-Department of Sociology, University of Victoria, Box 3050, Victoria, Canada V8W 3P5 (or FAX 604:721-6217). Non-Canadians who are not permanent residents should arrange for letters of reference rather than have letters of reference sent. The closing date for receipt of applications is January 31, 1992.

**DALHOUSIE UNIVERSITY: Sociology.** Applications are invited for two tenure-track positions at the rank of Assistant Professor commencing July 1, 1992. For one position we are seeking candidates with an interest in problems of social justice from an anthropological and/or sociological perspective with a special emphasis on gender and minority groups. Candidates for the other position will have an interest in development, gender and work in comparative perspective. Applicants should hold a Ph.D. in Anthropology or Sociology. Application, current curriculum vitae and the names of at least three referees should be sent to Richerd Apostle, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia, B3H 1T2. Applications will be accepted until January 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples (especially Micmacs), visible minorities (especially people of Black African descent indigenous to Nova Scotia), and persons with disabilities.

**THE UNIVERSITY OF BRITISH COLUMBIA:** Applications are invited for a tenure track position in Sociology at the Assistant Professor level, beginning July 1, 1992 in the Department of Anthropology and Sociology. The University of British Columbia, Ph.D. required at the time of appointment. Preference will be given to candidates with teaching and research expertise in the sociology of crime, justice, and/or law, with demonstrated competence in one other area, preferable sociological theory and/or research methods. Please submit applications, including current curriculum vitae by January 31, 1992, to Dr. Richard Pearson, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Dave, Vancouver, B.C. V6T 2B2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia encourages qualified women and minority applicants. Salary commensuate with experience.

**UNIVERSITY OF WINNIPEG: Department of Sociology.** Applications are invited for a tenure-track position at the Assistant Professor level. Ph.D. or near Ph.D. required. Areas of specialization are Criminology and Deviance in Modern Societies. Appointment beginning July 1, 1992, subject to budgetary approval. Candidates should send a curriculum vitae and three letters of recommendation to: Joel Novek; Chair, Department of Sociology; University of Winnipeg; 515 Portage Avenue; Winnipeg, Manitoba R3B 2E9. Closing date for applications is January 15, 1992. The University of Winnipeg encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities.

**BRESCIA COLLEGE AFFILIATED WITH THE UNIVERSITY OF WESTERN ONTARIO** invites applications at the Assistant Professor level beginning July 1, 1992. Applicants should have a Ph.D completed and be involved in an active research program. Duties will include teaching undergraduate courses. Preference will be given to candidates with expertise in at least two of the following areas: Methodology and Statistics, Social Psychology, Social Change, and Social Stratification. The ability to teach effectively is expected. Rank and salary according to experience and qualifications. Send curriculum vitae and the names of three referees to Sister Dolores Kuntz, 1285 Western Road, London, Ontario, N6G 1H2. Applications will be received until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**THE UNIVERSITY OF CALGARY Department of Sociology** invites applications for a position at the Assistant or Associate Professor level effective July 1, 1992. Area of primary specialization is open, subject to department needs and interests. Applicants should be prepared to teach at least one of the department's required courses in the areas of social theory, statistics, or research methods. A completed PhD at the time of appointment and a demonstrated record of high research productivity and excellence in teaching or the demonstrable potential to develop such a record are required. The Department has nearly 400 majors and offers BA, MA and PhD degrees. Rank and salary commensuate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Policy and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applications, including a curriculum vitae and a statement of interests and current and projected research activities, should be sent by January 15, 1992 to the following address. (Applicants should also arrange for three letters of reference to be sent to the same address or fax number.) Dr. Richard A. Wanner, Head, Department of Sociology, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4; Facsimile: (403) 282-9296.

**THE UNIVERSITY OF LETHARIDGE, Faculty of Arts and Science, Department of Sociology.** 1. Title: Two positions at the Assistant Professor level (one higher rank may be considered for one of the positions); probationary (tenure-track). 2. Qualifications: Ph.D., demonstrated commitment to teaching and scholarship in an expending department with good opportunities for research and scholarly activity; specialization open for both positions but an ability to teach courses in political sociology, the sociology of law or complex organizations OR to teach courses in social psychology and/or medical or social problems an asset. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. Women and men are encouraged to apply for this position. 3. Responsibilities: The successful candidate will be expected to teach introductory and advanced course in Sociology and to conduct research in areas of expertise. 4. Salary (1991-92): Assistant Professor $36,450 minimum. 5. Applications: Applicants should send a letter describing interests and qualifications, a current curriculum vitae, and arrange to have three letters of reference sent to: Dr. Patricia Chuchryk, Chair, Department of Sociology, The University of Lethbridge, 4401 University Drive, Leihbridge, Alberta, T1K 3M4. 6. Effective Date: 01 July 1992. 7. Closing Date: 2 January 1992.

**UNIVERSITY OF WATERLOO: Department of Sociology.** Applications are invited for a tenure track faculty position at the Assistant Professor level. Ph.D. required. The Department will give special consideration to candidates in medical sociology, demography, religious sociology of science, 3rd world and urban, but other areas will also be considered. Salary is commensurate with qualifications and experience. Send your CV and names of three references to Chair, Recruitment and Selection Committee, Department of Sociology, University of Waterloo, Waterloo, Ont. N2L 3G1. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill vacancies with recent Ph.D.s appointed as Assistant Professors whenever possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: July 1, 1992. Closing date for applications is January 31, 1992, or until filled. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

## SOCIOLOGY & ANTHROPOLOGY

**UNIVERSITY OF WINDSOR: The Department of Sociology and Anthro-**





# Memorial
University of Newfoundland

# Vice-President (Research)

Memorial University of Newfoundland invites applications from, and nominations of, qualified persons for the position of vice-president (research). The appointment, the terms of which are negotiable, is to take effect May 1, 1992, or as soon thereafter as possible.

Memorial University is a dynamic institution with many teaching and research programs of international distinction. Located on two campuses in Newfoundland (St. John's and Corner Brook), it is the largest university in Eastern Canada with approximately 17,500 full and part-time students, both undergraduate and graduate, supported by a faculty of over 900, and non-academic staff of some 2,000 individuals.

Reporting to the president, the vice-president (research) will be one of three senior officers at this level, the others being responsible for academic, and administration and finance matters. The position will have responsibility for any and all activities in support of the university's research and technology transfer mandates. The successful candidate will take a leadership role in co-ordinating the development of related policies and guidelines, and in identifying and facilitating new R&D and technologies initiatives. The vice-president (research) will be responsible for developing and maintaining effective liaison with research funding councils and agencies, both public and private, with business and industry, and with various levels of appropriate departments of government, in particular economic and technological development agencies. He/she will also be expected to create and foster public awareness and appreciation of research and technology transfer, and of the role and expertise of the university in this respect. The vice-president (research) will be a member of the university's senior executive and will be expected to contribute to the university's broader mission and goals.

Candidates should have an established reputation for scholarly achievement, a demonstrated record of administrative leadership and an ability to communicate effectively both inside and outside the university.

In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.

Applications and nominations will be treated in confidence and should be submitted, accompanied by a *curriculum vitae*, by Jan. 15, 1992, to:

Dr. A. H. Roberts, secretary
Vice-Presidential Search Committee
Memorial University of Newfoundland
St. John's, NF, Canada
A1C 5S7
FAX: (709) 737-2344

pology invites applications for one tenure-track position at the Assistant Professor level. Preference will be given to applicants who can teach undergraduate courses in Physical or Medical Anthropology, and contribute to the growth of an interdisciplinary specialization in comparative development. Candidates are expected to have a Ph.D. and show clear promise of excellence in scholarship and teaching. Applications will be accepted until January 30, 1992 or until the position is filled. The appointment will be subject to final budgetary approval. The Department offers undergraduate degree programs in Anthropology, Sociology and Criminology, and a Master's degree in Sociology. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. Candidates should send a curriculum vitae, a sample of their current work and provide the names of three referees to: Dr. Max J. Hedley, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, Ontario, N9B 3P4; Fax: 519-973-7050.

**UNIVERSITY OF WINDSOR: The Department of Sociology and Anthropology** invites applications for two tenure-track positions at the Assistant Professor level. Preference will be given to applicants who can teach theory and/or methods and contribute to one or more of the following specializations: family, sex and gender, race and ethnic relations, comparative development, social psychology, work, criminology and medical anthropology. Candidates are expected to have a Ph.D. and show clear promise of excellence in scholarship and teaching. Applications will be accepted until January 30, 1992 or until the positions are filled. The appointments are subject to final budgetary approval. The Department offers undergraduate degree programs in Anthropology, Sociology and Criminology, and a Master's degree in Sociology. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. Candidates should send a curriculum vitae, a sample of their current work and provide the names of three referees to: Dr. Max J. Hedley, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, Ontario, N9B 3P4.

**CONCORDIA UNIVERSITY: The Department of Sociology and Anthropology** invites applications for 1 probationary tenured track position, subject to budgetary approval, at the assistant professor level, effective August 1, 1992. The Department is currently planning to add a Ph.D. program in Sociology and an M.A. in Anthropology to its existing M.A. in Sociology, undergraduate Programs in Sociology and Anthropology and Certificate Programme in Community and Ethnic Studies. Candidates should have a Ph.D. in Sociology or Anthropology, and a specialization in Ethnic Studies. Preference will be given to candidates with strong research and publication records and a commitment to undergraduate and graduate teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a complete curriculum vitae, two samples of written work and arrange for 3 letters of reference to be sent to Dr. Peter J. de Vries, Chair, Department of Sociology and Anthropology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Applications will be accepted until the end of January, 1992. Concordia University is committed to Employment Equity and encourages applications from woman, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

**ACADIA UNIVERSITY: The Department of Sociology** at Acadia University invites applications for a tenure track appointment at the rank of Assistant Professor commencing 1 July, 1992. Salary and rank within the Assistant Professor category commensurate with qualifications. Candidates should have a Ph.D. and be able to teach a variety of courses in Social/Cultural Anthropology as part of a major/honours programme in Sociology. Priority will be given to those who complement current teaching and research strengths. Applicants should submit a curriculum vitae and have three letters of reference sent to: Chair, Recruitment Committee, Sociology Department, Acadia University, Wolfville, Nova Scotia, Canada B0P 1X0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is committed to the principle of employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal people, and persons with disabilities. Applications must be received before January 31, 1992.

## SOCIOLOGY & SOCIAL STUDIES

**UNIVERSITY OF REGINA: The Department of Sociology and Social Studies,** invites applications for a tenure track appointment commencing as early as July 1, 1992 (subject to budgetary approval). The successful candidate will have the ability to teach a broad range of undergraduate and graduate classes with specific expertise in the areas of feminist theory and research and women's studies. The Department is interdisciplinary and is committed to a strong program of research, teaching and service to the community. Rank and salary will be commensurate with qualifications. Applications, including curriculum vitae, and three letters of reference should be forwarded to Dean Dan de Vlieger, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2 by January 31, 1992. The University of Regina is committed to employment equity. We encourage applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## SPANISH

**THE UNIVERSITY OF CALGARY Department of French, Italian and Spanish** invites applications for an Assistant Professor of Spanish for a tenure-track appointment beginning July 1, 1992. The Department requires a specialist in Golden Age literature, with competence, if possible, in the contiguous fields of Medieval and/or Eighteenth Century Spanish literature. Applicants will also be expected to be familiar with current approaches to literary theory. PhD, mastery of oral and written Spanish, and teaching experience required. Publications in the field(s) of interest an asset. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applicants should send an application and curriculum vitae, and should arrange for three confidential letters of reference to be sent by January 15, 1992, to: Professor D.C. Walker, Head, Department of French, Italian and Spanish, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

**WILFRID LAURIER UNIVERSITY, Department of Modern Languages and Literatures.** Applications are invited for a one-year, limited term appointment in Spanish, to begin July 1, 1992. Candidates should have a Ph.D., native or near-native fluency in Spanish, expertise in 19th-century Peninsular or Golden Age literature as well as some teaching experience. The successful candidate would be expected to teach undergraduate language and literature courses. Salary commensurate with qualifications and experience. Please send a letter of application with a complete c.v. and the names and addresses of three referees, before Feb. 1, 1992, to Dr. Gerhard Friesen, Chairman, Department of Modern Languages and Literatures, Wilfrid Laurier University, Waterloo, ON, N2L 3C5. The university welcomes applications from all qualified women and men. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## SPEECH LANGUAGE PATHOLOGY

**THE UNIVERSITY OF WESTERN ONTARIO: Speech-Language Pathology.** The Department of Communicative Disorders at the University of Western Ontario invites applications for a tenure track faculty position in the area of Speech-Language Pathology, beginning 1 July 1992. Areas of special interest include, but are not limited to: phonological disorders and augmentative and alternative communication. The successful candidate will join an active, research-oriented department of 24 regular full time faculty members offering graduate educational programs in Speech-Language Pathology and in Audiology. The Department maintains well-equipped research and teaching facilities, and has a state-of-the-art, in-house clinic. Our new building was completed in June, 1991. All candidates must: (1) hold a PhD in Communicative Disorders or a closely-related discipline; (2) have a strong record of clinically-relevant research, supported by publications in refereed journals; (3) provide clear evidence of the ability to develop and sustain an independent, externally-funded program of research within the Department and/or its affiliated institutions, and (4) provide clear evidence of the ability to supervise graduate students and to teach effectively in areas relating to Departmental needs. Duties will include teaching, research, graduate student supervision, and service on Departmental, Faculty and University committees. Salary is negotiable, commensurate with qualifications, with a floor of approximately $48,000.00/year. This is a tenure-track appointment, at the Assistant Professor level, with some possibility of appointment at the Associate Professor level in exceptional circumstances. All appointments are subject to final budgetary approval. Candidates should forward their CV, copies of publications, and three letters of recommendation to: Dr. Donald G. Jamieson, Chairmen, Department of Communicative Disorders, Elborn College, The University of Western Ontario, London, Ontario N6G 1H1. Applications should be submitted as soon as possible, but will be accepted until the position has been filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

## THEOLOGY

**CONCORDIA UNIVERSITY: The Department of Theological Studies,** Concordia University invites applications at the assistant professor level to teach History of Christianity on both the undergraduate and graduate levels. Terminal PhD is required along with a demonstrable research record, publications, ability to supervise theses and an academic familiarity with the Roman Catholic tradition. The Department is small and versatile is an asset. Qualified women are especially encouraged to apply. This tenure-track appointment commences August 1, 1992. Salary is commensurate with qualifications, teaching experience and the provisions in the Collective Agreement of the Faculty, in accordance with Canadian Immigration requirements, this advertisement is directed primarily to Canadian citizens and permanent residents of Canada. Curriculum vitae and names of referees should be sent to Dr. Russel Meroziuk, Department of Theological Studies, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec, Canada, H4B 1R6. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

**ST. JOSEPH'S COLLEGE, AT THE UNIVERSITY OF ALBERTA:** Applications for a position as Assistant/Associate Professor (tenure stream or tenured) in Moral Theology are invited; candidates must have a doctorate in Catholic theology and demonstrated competence in moral theology. For appointment as Associate Professor a candidate must have proven teaching ability and an appropriate publication record. Duties, which will commence July 1, 1992, will include teaching moral theology, including bioethics and research. 1991-92 salary range: Assistant Professor $38,955-$55,755 per annum; Associate Professor $48,083-$70,321 per annum. Salary and rank will be commensurate with qualifications and experience and in accordance with the University's pay scale; appointment is subject to final budgetary approval. Send application and c.v. and have transcripts and 3 letters of reference sent directly to Dean T.F. Hennagel, St. Joseph's College, University of Alberta Campus, Edmonton, Alberta T6G 2J5 by January 31, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## VETERINARY MEDICINE

**UNIVERSITY OF GUELPH - ONTARIO VETERINARY COLLEGE: DVSc Position - Ruminant Health Management.** The Department of Population Medicine, Ontario Veterinary College, is accepting applications from persons wishing to pursue graduate training leading to the Doctor of Veterinary Science (DVSc) degree in Ruminant Health Management. Candidates must have a DVM or equivalent degree, a cumulative average of at least second class honours (B standing), be eligible to practise veterinary medicine in Ontario and have completed either a minimum of one year in clinical practice or an approved internship. The three year program provides training in applied health management as well as research. Approximately two-thirds of the time will involve your clinical training and instructional responsibilities in the Ruminant Field Service Clinic of the Veterinary Teaching Hospital. The other one third of your effort will be spent on a research project related to health and productivity in a ruminant species. The DVSc degree requirements include six graduate level courses. The successful candidate for this position will be supervised by a member of the Ruminant Health Management Group, Department of Population Medicine. The starting stipend is $26,065/year with incremental increases yearly. The closing date for applications and the intended starting date are dependent on the selection of a suitable candidate. Qualified applicants should contact Dr. S. Wayne Martin, Chair, Department of Population Medicine, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada N1G 2W1; Telephone: (519) 824-4120. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

## FACULTY EXCHANGE

**FACULTY EXCHANGE CENTRE,** non-profit organization established in 1973, helps (1) college and university professors to exchange leading positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed envelope to: 352 Virginia Avenue, Lancaster, Pa., USA, 17603; 717/393-1130.

## ACCOMMODATION

**LONDON** furnished flat for short to medium term let; One bedroom plus study and roof terrace; Salubrious bathroom and kitchen; About one mile or less from most University of London campuses; (819) 459-2105 or 44 71 499 1162.

**SABBATICAL LEAVE!** Need some peace of mind? For rent (Sept - June) fully winterized home on historic island 1K off the coast of Cape Breton. Magnificent views! All amenities, plus caretaker with boat and farm. Contact: Gerard Naddaf, York University (416) 787-5113.

**CONDO A VENDRE: Centre ville de Montreal;** 2 minutes de l'Universite McGill. Rez-de-chaussée; Immeuble entenaire, 1 chambre; Très ensoleillé; 139,000 $; (514) 866-3330.

**CONDO FOR SALE: Downtown Montreal;** 2 min. walk from McGill University; First floor; Centenarian building; 1 bedroom; Very sunny; $139,000; (514) 866-3330

**SALT SPRING ISLAND SABBATICAL?** Brand new, oceanview house, 2 bdrms + study, beautifully furnished, jacuzzi, woodstove, deck. Avail. Jan.1/92, 4 to 8 months (negotiable). Call 416-656-5390.

**TORONTO SABBATICAL?** Cozy furnished apartment, 1 bdrm + study, 20 minutes from U of T; Jan. 1/92 for 4 or 8 months; Call 416-656-5390

**Charming 4-bedroom family home** in Point Grey area of Vancouver, B.C. available for rent July 1, 1992 to June 1993. Location 5 minutes from University of British Columbia; Large lot with lawn; All conveniences; John F Sloan, M.D., 3521 West 37th Avenue, Vancouver, B.C. V6N 2V7 (604) 261-8261.

**VISITING TORONTO?** Bed and Breakfast from $50.00 daily; Furnished apartment from $345.00 weekly. No additional tax. Near U. of T. Ashleigh Heritage Home (416) 535-4000.


# NEGOTIATING EMPLOYEE BENEFITS
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### Westin Hotel, Ottawa
## January 16, 9:00 - 5:00 & & January 17, 9:00 - 12:00

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- Are involved in Negotiating Benefits
- Are interested in Current Benefits Issues
- Are interested in Exchanging Information

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- Tax Treatment of Employee Benefits
- Professional Development Allowances
- Benefits Equity and Flexibility Benefits Plans

**COLLECTIVE BARGAINING CO-OPERATIVE MEMBERS:** NO FEE **NON-MEMBERS:** $125.00

FOR MORE INFORMATION AND REGISTRATION CONTACT:

Christiane Tardif-Dulude or Nancy Gordon
CAUT Collective Bargaining Co-operative
294 Albert Street, Suite 308, Ottawa, K1P 6E6
Telephone (613) 237-6885
Fax (613) 237-2105

# LA NÉGOCIATION DES AVANTAGES DES EMPLOYÉS
## Un atelier de la Coopérative de négociation collective
### Hôtel Westin, Ottawa
## Le 16 janvier, de 9 h à 17 h et le 17 janvier, de 9 h à midi

**LA NÉGOCIATION DES AVANTAGES DES EMPLOYÉS INTÉRESSERA LES MEMBRES QUI:**
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- participent à la négociation des avantages
- suivent de près les questions relatives aux avantages
- veulent échanger des renseignements

**LES SÉANCES DE L'ATELIER PORTERONT SUR:**
- le traitement fiscal des avantages
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- l'équité des avantages et les régimes d'avantages sur mesure

**MEMBRES DE LA COOPÉRATIVE DE NÉGOCIATION COLLECTIVE:** INSCRIPTION GRATUITE **NON-MEMBRES:** 125,00 $

POUR DES RENSEIGNEMENTS SUPPLÉMENTAIRES ET L'INSCRIPTION, COMMUNIQUER AVEC:

Christiane Tardif-Dulude ou Nancy Gordon
Coopérative de négociation collective de l'ACPU
294, rue Albert Bureau 308 Ottawa, K1P 6E6
TÉLÉPHONE (613) 237-6885
TÉLÉCOPIEUR (613) 237-2105



The University of Manitoba

**DEAN, FACULTY OF PHARMACY**

The University of Manitoba invites applications and nominations for the position of Dean, Faculty of Pharmacy. The Faculty of Pharmacy has a complement of 10 full-time academic staff with a support staff of 8. The Faculty offers programs leading to a Bachelor of Science in Pharmacy and a Master of Science degree. A Doctorate in Science is available in association with other departments. The Faculty will move to a five-year curriculum beginning in September, 1992. A Doctor of Pharmacy program is currently in the planning process. The Faculty enjoys an excellent working relationship with the two teaching hospitals in the city and with the Manitoba Pharmaceutical Association.

The October 1991 enrolment in the Faculty was 159 undergraduate and 6 graduate students. The Faculty also attracts research associates and visiting scholars.

Applicants should have a commitment to the development of the Faculty and to excellence in teaching and research. They should have a reputation as an effective teacher and have demonstrated capabilities in research and in attracting research funding. Finally, they should possess and have demonstrated strong leadership and administrative ability.

The appointment is expected to commence July 1, 1992 and will be for a term of normally 5-7 years. Reappointment is possible under the University's policies.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents.

Applications (with the names of 3 persons from whom confidential references may be obtained), nominations and suggestions should be directed to:
KAREN C. OGDEN, VICE-PROVOST (STAFF DEVELOPMENT),
ROOM 208 ADMINISTRATION BUILDING, THE UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.
Closing date for receipt of applications is JANUARY 31, 1992.



McGill

**Faculty of Medicine**

Applications are invited for the position of
**Chair Department of Ophthalmology.**

M.D. with sound academic/research credentials; must have extensive knowledge of all facets of Ophthalmology with strong emphasis on research; experience in educational design and execution of undergraduate and graduate and postgraduate training programs; administrative experience in an academic setting. Will be responsible for the entire administration of the Department of Ophthalmology; for maintaining, and even strengthening the educational programs at all levels; and for the maintenance and continuing development of strong research components. Minimum appointment at the Associate Professor level. Salary commensurate with qualifications and experience.

Please send applications to **Dr. Richard L. Cruess, Dean, Faculty of Medicine, McGill University, 3655 Drummond Street, Montreal, Quebec, H3G 1Y6** by January 30, 1992.
In accordance with the Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

# FINLAY TRAVEL

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## TRAVEL BARGAINS — WINTER BONANZA — NON-STOP

Many travel bargains still available over the winter months. It's an ill wind...etc. and so it is in times of recession — prices drop and in air transportation there have been, and still are lots of very low priced fares. Take advantage of them while they still exist.

1991 almost over. A very eventful year — a distressing start with a conflict that could easily have escalated into a world conflict. Sadly, still gunfire in Yugoslavia.

Hopes for an economic swingback were not realized and recession moving off very slowly. Travel has been hard hit, but excellent bargains in fares, tours, cruises and all inclusive vacation have kept the industry in motion. Not too many of us came through 1991 unscathed in one way or another; so let's look for a better year — all indications *GO* for 1992. We're hoping your plans will include at least a call or FAX quotation from our Fares Section. We will provide Quality Service and prices which will be affordable. Summer seat sale fares for Europe now in the works — but IATA fares (Europe) scheduled for a 5% increase early January: — Get in touch soon — we'll try to avoid the increases where possible. You'll get a 'Rapid Quote' by FAX, mail or a 'phone call'.

Don't forget we operate 9:00 a.m. to 5:00 p.m. E.S.T. Monday to Friday, but answering equipment cuts in on our (416) 366-9771 and (416) 366-9774 lines after hours and these are monitored frequently.

For those wishing to RESERVE NOW our Toll-Free RESERVATIONS line 1-800-268-8577 is available. You will be speaking to a reservations agent. FAX is (416) 366-1005 and available 24 hours a day.

News at time of writing that Air Canada pulling 3 Boeing 747's out of storage, so this is a hopeful sign.

May we take this opportunity to thank you all for yous excellent and continued support over the past year and we offer to all members of CAUT/ACPU and their families a very Merry Christmas and a happy and prosperous New Year.

Happy Holidays from the management and staff.

G. Finlay

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| From: | Halifax/Montreal/Ottawa/Toronto | $519.00 — $635.00 |
| | Winnipeg/Calgary/Edmonton/Vancouver | $722.00 — $876.00 |
| | Regina/Saskatoon | $760.00 — $915.00 |
| | Victoria | $779.00 — $934.00 |
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| From: | Halifax/Montreal/Ottawa/Toronto | $558.00 — $674.00 |
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Any 5 days within 15 days $189.00
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Call: (416) 366-9774 or Toll-Free 1-800-268-8577.

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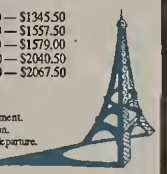

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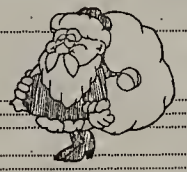

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